

## UFF-FSU Spring 2022 Faculty Poll Results

Total Entries: 581

Reported on: 3/10/2022 8:23 PM

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

### Please indicate your primary College/Unit

534	92% 534 faculty members, or 92% of responding faculty, answered this question.
173	30% Arts & Sciences
35	6% Business
2	0% Center for Advanced Power Systems
36	6% Communication & Information
8	1% Criminology and Criminal Justice
6	1% Dedman College of Hospitality
29	5% Education
16	3% Engineering
32	6% Fine Arts
12	2% Human Sciences
1	0% Intensive English Studies (Center for)
1	0% Jim Moran College of Entrepreneurship
1	0% Jim Moran Institute
3	1% Learning Systems Institute
28	5% Mag Lab (NHMFL)
2	0% Motion Picture Arts (Film)
22	4% Music
7	1% Nursing
2	0% Office of Distance Learning
12	2% Panama City Campus (all areas)
3	1% Science & Public Affairs (Inst for)
47	8% Social Sciences and Public Policy
14	2% Social Work
7	1% Undergraduate Studies
22	4% University Libraries
1	0% University School (FSUS)
12	2% Other (not listed above)

## Salary Priorities:

UFF-FSU faculty negotiators want your input on salary priorities. Which of the following salary priorities should be a high priority for the UFF-FSU faculty negotiating team? Please check all that apply.

578	99%
510	88% Across-the-board raises for cost-of-living increases
330	57% Adjustments to address market inequities, compression, and inversion
77	13% Discretionary increases based on administrator judgment
309	53% Merit raises based on annual performance and departmental procedures
62	11% One-time annual bonuses
6	1% Other

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

578	99%
367	63% Keeping up with the cost of living
84	14% Providing incentives for recent meritorious job performance
127	22% Correcting existing salary inequities, including compression and inversion

What is the minimum across the board salary increase that will allow you to ratify the contract?

562	97%
12	2% 0%
16	3% 1%
50	9% 2%
148	25% 3%
77	13% ≥4%
259	45% The current rate of inflation

## Non-salary Bargaining Priorities:

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

To prevent administration overreach in determining whether a faculty member's non-work activities

566	97%
58	10% None
122	21% A little
191	33% Some
131	23% A lot
64	11% All it can

**To require a just cause or similar standard for non-renewal, such that non-renewal only be for good reason?**

562	97%
41	7% None
64	11% A little
177	30% Some
187	32% A lot
93	16% All it can

**To allow a faculty member to take paid parental leave for up to two children?**

567	98%
49	8% None
81	14% A little
169	29% Some
174	30% A lot
94	16% All it can

**To extend parental leave to include care for parents or other family members?**

568	98%
47	8% None
78	13% A little
180	31% Some
167	29% A lot
96	17% All it can

**To improve health care benefits?**

565	97%
92	16% None
113	19% A little
204	35% Some
92	16% A lot
64	11% All it can

**To improve retirement benefits?**

563	97%
53	9% None
78	13% A little
178	31% Some
145	25% A lot
109	19% All it can

**Do you have any additional comments on bargaining priorities?**

82	14%
----	-----

- \* Consider a ranking task for these topics to help prioritize them.
- \* FSU is starting to feel like a deadend job because salaries are so low and there have been little to no raises for merit or any other reason over the past 4 years. It makes me want to leave.

- \* Salary inversion and inflation are the largest two issues currently.
- \* We need raises!
- \* I am coming from a non-academic prior employment. We had an excellent retirement plan with Vanguard, including a wide range of low-cost fund options (some with expense ratios as low as 0.02%). We also had 9% matching funds for our 401k. I am dumbstruck that the retirement plan options here at FSU are so limited. If instructors aren't going to be well-compensated while they are working, the least you can do is offer them decent retirement options. Or is the hope that they'll continue to work until they collapse and die?
- \* I would have never entered the defined contribution plan if I knew the benefit (the FSU contribution) would be slashed from 10% to 5% as happened more than a decade ago. We need to restore this to its previous level.
- \* We are losing ground every year to inflation, and those who are full professors have no chance of a substantial raise under the current system, but new faculty are hired at "market rates" making compression and inversion worse every year.

After all the extra work and stress of the last two pandemic years, we really do deserve a substantial raise, and the growing inflation rate makes it imperative that the administration come through with funding raises to the base salary this year-- not one-time bonuses.

- \* We need to fix inversion and compression issues. In some units assistant professors make much more than the full professors. The university needs to invest in all of its faculty. The problem with the union is that admin uses the union as an excuse not to give raises to handle inversion. If you even try to step up and take a leadership role, you can expect a mountain of bureaucrat work and no real lasting increase in compensation. This leads many faculty to just say no to taking on the extra work.
- \* Non-salary issues are important, but salary is more important.
- \* FSU should be part of the tuition exchange program, as is UF, <https://www.tuitionexchange.org/> a great benefit for their employees.
- \* In a way, you'll have to wait and see what the BOT does. Best laid plans can be upended by crazy BOT decisions.
- \* Family-related leave should be prioritised.
- \* Noncompetitive fully paid sabbaticals for all tenured/tenure track faculty every other seventh year. This is a God given right. Even God got a break on the seventh day of Creation. Sabbaticals should not be competitive, and should not be decided by a randomly select group of colleagues.
- \* Inflation in the past 2 years has been around 8% in the past 2 years, according to the government (<https://www.usinflationcalculator.com/inflation/current-inflation-rates/>) . The actual inflation is 50%! Last 2 years the administration has not given any raises. It is time for a significant raise.

- \* Salary and prevention of state government and administrative interference in our research, teaching and other professional activities are at the top for me.
- \* I don't think that UFF can do much to improve retirement or health care benefits in bargaining. That takes lobbying and I hope the University stands up for us.
- \* It would be great to get language into the contract that reduces the chance of another Sandels-like horror
- \* Can we bargain around the university doing something about the mold and radon issues? We need safe working conditions
- \* If a faculty member is on parental leave or sabbatical, the administration should hire a replacement until the faculty comes back. It is unfair to ask for the rest of the colleagues to take on extra responsibilities without any incentive.
- \* thanks to the UFF-FSU leadership.
- \* Increase the % FSU contributes to ORP.
- \* Raises, Raises, Raises
- \* Focus on salary increases to at least match the increase in cost of living. I need a raise not a couple of K bonus.
- \* It is absurd that we are not getting cost of living adjustments that at least track inflation. We are getting pay cuts every year! This is a basic negotiation point.
- \* The base of the pyramid is the most important part, and yet the lowest paid. Support the people who are doing the everyday work. Over and over I've seen long-term hardworking loyal employees leave their positions at the university, and only then are those positions refilled at higher rates of pay or with titles/descriptions that more adequately cover the job duties. This is particularly true for non-tenure track and A&P positions.
- \* I find it imperative to include a salary inflation correction, even a partial one, as part of the standard contract
- \* More recognition and support for specialized faculty.
- \* In many ways we can see that the Florida republicans see any educated opinion as antithetical to their view of life
- \* Academic Freedom
- \* Hats off to Union for dealing with those Board of Trustee bozos. I watched a bargaining session and I could not believe how ignorant and anti-faculty the Trustee guy was.
- \* Cost of living is important right now. The Conflict of Interest statement is vague -- I want them to be aware if I'm engaging in a conflict of interest, but I don't want them to prevent me based on the institution/state conflict of interest.
- \* As a new member I'd love to know what the highest priorities have been historically, and what they are now.
- \* I hope President McCullough, the trustees, and the Legislature follow up on his salary goals.
- \* None at this time.

- \* Salary should always be a priority- especially regarding equity across the university. One look around salaries in different Colleges would give most folks a shock. Some faculty are making triple the salary of others just based on the field they are in. Which is disgraceful, all things considered.
- \* Family leave is my highest priority. I am very close to leaving FSU all together specifically because of this issue. I feel that the org has completely screwed me over in terms of physical wellbeing and financial security since I had to take unpaid leave for being a woman who had more than one child. It should NOT be about expanding to two children, it should be about offering support to parents of ANY children. And we should not be required to use FMLA during parental leave - that's a safety net that's critical to maintain for other issues that might come up.

Also - parking at FSU is terrible and makes my commute miserable. This should be a lower priority, but a priority nonetheless. For the price we pay, there should be ample parking across campus.

- \* More resources for Department physical working environments should be available. For example, the Love Building was just renovated but it was all cosmetic (paint and carpet) and they ran out of money. Bathrooms are in horrible condition, the building looks old and dilapidated. This is not the working environment the University should be promoting, especially for STEM areas.

A higher emphasis should be placed on rewarding faculty that take on large service or administrative roles. These roles often affect their research output, and then they "miss out" during merit raises due to the lack of research/grant output.

- \* There is clearly a sexual misconduct problem at FSU. UFF-FSU should help to address the problem and inadequate handling of the problem by the upper administration. The HR office is incredibly problematic in how it deals with investigations and interacts with students. It's also unacceptable that those under investigation can simply retire the day before their interview to halt all further investigation and avoid any consequences.
- \* out disability insurance is really bad - we need better choices at actual discounted rates for this that are actually long term. I have to spend a lot of money to do this separately.
- \* Non-renewal without just cause should not be allowed
- \* The bonus is a joke. Inflation is rampant and there have been no raises in several years. I am seriously thinking of leaving FSU. I prefer merit over socialism. The current model is a race to the bottom where everyone does the least possible given the lack of incentives to perform above the bar. The model is broken and needs to be fixed if we want to attract and retain top talent.

- \* My sense is that as far as salaries go, faculty salaries are much closer to to R1 market norms than staff salaries or grad-student stipends are, and so I hope that UFF will express solidarity with GAU (and our un-unionized staff colleagues). However, my sense is that faculty pay more out-of-pocket for research and travel expenses than our R1 colleagues, and so I wonder whether UFF-FSU might take this into consideration in its bargaining priorities.
- \* Compensation for the significant ways faculty have had to increase work hours and change work paradigms due to both the pandemic and the environmental workplace violence revealed by The Sandels Report. Where did my office go, for example? Now that my home office is my work place office, how am I being compensated for that?
- \* With the rate of inflation picking up. Across the board raises to cover some of the inflation is important. Salary gains is a priority this year
- \* Salary is a critical issue. We are specialised faculty in Sarasota, where the cost of living is significantly higher than in Tallahassee, and is rising at one of the steepest rates in the country. Being specialised faculty, our salaries are also a lot lower than tenure-earning faculty, although we are also expected to produce research of national and international importance (without sabbaticals or summer breaks).
- \* Morale is at an all time low, I suspect there will be a brain drain given state government priorities, so its important for UFF to do what it can to prevent talented faculty from leaving the state.
- \* FSU skips pay raises year after year. Meanwhile, inflation kills our standards of living. We end up with less earnings power year every year while the top administration gives lip service about possible pay raises (i.e., token pay raises) possibly next year or later. I predict that a lot of faculty will be leaving in the next couple years.
- \* Lowering the employee share of healthcare costs. State workers pay far less than we do. Also - we need more piney. Haven't had a raise in years!!!
- \* To allow two faculty members to take parental leave for the same child.
- \* Salary COLA and Inflation.
- \* I think that health and retirement benefits are pretty good. Of course could be better. But CHP has great care options for me and my family and it is not overly costly for my portion. I do think that extending leave for children and care taking for other family is important and should be pursued to account for impacts that are otherwise overlooked by the current system.
- \* I've managed to get tenure and a promotion here at FSU and still have never earned a merit raise. I have outperformed 80-90% of my colleagues in terms of publishing and federal grant awards but we've all received the same \$1500 across the board raise a few years ago.
- \* Please work on restoring the COLA for Florida Retirement Service retirees; the current inflation rate is going to massacre the FRS members if we don't get COLAs back.
- \* The focus of the University should be on research and education, with less administration.

- \* Please avoid the one-time bonuses unless they are in addition to a substantial raise. The administration has avoided giving substantive raises for awhile now. Inflation is skyrocketing and my salary is unchanged. It's also been frustrating to have folks all over the place in terms of the pandemic. I get that it's gone on a very long time now and I'm weary of mask wearing too, but we're just finishing a few months when so many people were very sick. To have my admin tell me it's over and we need to start coming down hard on students (and presumably faculty) who miss class because things are over--it's so tone deaf and fails to recognize the enormous breadth of trauma and hardship.
- \* If the salary increase is not negotiated, everything else makes zero sense.
- \* Need to address the inflation issue seriously!
- \* Payment for supervising doctoral students over the summer--even it is a nominal amount.
- \* I have not joined the Union as I honestly don't understand why we aren't out on strike at this point. Inflation is destroying our salaries and my Dept at least hasn't had a merit pay rise in 3 years. FSU constantly claims to be chasing the big institutions but doesn't want to pay for it, it's disgraceful. If you get us a cost of living rise tied to inflation I'll join the Union or if they won't do that take everyone out on strike and I'll join the Union. Please don't play nice with them anymore.
- \* Negotiating bonuses is good, but there isn't a lasting effect. With salary increases, there is a continued benefit, so the negotiation has more power because the benefit lasts for years to come. Bonuses are taxed at a higher rate and can impact the tax bracket of individuals, so it's much more beneficial to have a salary increase. That also helps individuals who are getting promotion based raises in the future--higher salary now means more salary when the percentage comes for promotion.
- \* I'd like to see the dependent tuition benefit be 100% covered instead of a lottery. Alternatively, I'd like it to be fully covered across the board even if it can't fund the full amount for everyone. Also, I'd like this benefit to be prioritized on a sliding scale so that those making less money are more likely to receive the benefit if it has to remain a lottery.
- \* Cost-of-living increases to offset the effects of inflation have to be the #1 priority this year or we are all effectively taking a huge pay cut. I hope this can change next year.
- \* I did not mark a minimum across the board salary increase because I believe that rests in the State Legislatures hands, and the FSU administration does not control enough flexible money to offer permanent raises.
- \* I always receive perfect scores on my reviews (13 years) and have never received a merit bonus, should I be doing something to receive it? Not sure how to find the answer to this.



- \* The Assist-in lines were left out of the inversion/compression adjustment last time (many years ago). It has only gotten worse. I now have colleagues doing the same job as me that have been here 10 years less, but making \$11K more. Something really needs to be done to fix this very disheartening situation.
- \* The university must make a strong and uncompromising commitment to the intellectual freedom of faculty in their research, teaching, and public speech.
- \* Salaries have to be improved. We have gone far too long without even cost of living raises!
- \* Improving workplace safety and clarifying the university's responsibility when workplaces are found to be unsafe.
- \* An extended period of inflation would eat out salaries quickly. Pushing for salary increases to be indexed to inflation would be really important to me.
- \* If it is not totally dead, liked the push for part time with benefits option for senior faculty
- \* I'm more than fed up with Admin's bargaining tactics and lack of interest in seeking money for faculty raises, but I also think the bargaining team needs to be more aggressive and informed going into the negotiations. It's probably time to add some new blood to the bargaining team, as it's been the same faces year after year.
- \* To allow two faculty members to take leave for the same birth. Currently, spouses who work at FSU cannot both take parental leave at the same time. This is truly an inequity for spouses who both work at FSU.
- \* It would be great to see our health insurance benefits include fertility (IVF) coverage. It could even be a supplemental plan that is offered for those that want it, however, having a global inclusion would be better than just the small few. Many other universities offer such plans but they are in states that mandate IVF. I believe at UF however there is similar coverage for faculty but I am not 100% sure about that. Our current health plan allows for the diagnosis of infertility however once you have been diagnosed it does not allow for treatment to fix the situation. For example, I have a condition that required my tubes to be removed and so the only way I can become pregnant is through IVF. Our health plan did everything (including removing my tubes) except they will not cover the final process of the actual IVF which is the only way I can get pregnant.

- \* Every time a new hire is recruited, they feel bad or guilty or uncomfortable for making more than full professors in the same dept., and the professors feel resentment instead of happiness to welcome and acculturate the new faculty. The salary inversion hits hard on all fronts, and considering that budgets are moral documents, the pay disparities reflect a colossal and sad stain on FSU's reputation nation wide.

Other comment for which there is no box:

This is two questions (read?, understand?), please remove combo questions requesting singular answers: "I have read and sufficiently understood my department's bylaws."

- \* Current paid parental leave is very restrictive -- the cutoff dates for birth, two partnered/married FSU employees can't each take leave for the same child, etc. FSU is not a family-friendly institution -- profoundly so -- and this hurts both recruitment and performance.

The one-time bonuses were a very poor move by the administration and communicate a lack of commitment and appreciation for staff and faculty, in favor of moving up those rankings through new initiatives. If they can't retain existing faculty, those gains will be short term, and they should take a serious look at faculty morale.

- \* My health care premiums went up 4x when I added my spouse to my plan, which has been a huge drain on my resources
- \* SALARY IS ALL THAT MATTERS AT THIS POINT
- \* Immediate action is required to increase salaries in response to inflation and the disproportionately higher cost of housing. People are starting to look for outside/supplemental employment.
- \* A statement against politicizing education, from preK to PhD.
- \* no

## Legislative Issues:

Please share your opinion regarding the following issues:

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

567	98%
8	1% Strongly support
39	7% Support
69	12% No opinion
127	22% Oppose
324	56% Strongly oppose

**Legislation that prohibits any speech in the classroom that "might make students uncomfortable" because of racial, LGBTQ+, or other issues that speech might engender.**

567	98%
10	2% Strongly support
20	3% Support
46	8% No opinion
71	12% Oppose
420	72% Strongly oppose

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

568	98%
13	2% Strongly support
14	2% Support
24	4% No opinion
32	6% Oppose
485	83% Strongly oppose

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

564	97%
8	1% Strongly support
6	1% Support
42	7% No opinion
79	14% Oppose
429	74% Strongly oppose

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

564	97%
17	3% Strongly support
31	5% Support
144	25% No opinion
111	19% Oppose
261	45% Strongly oppose

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

559	96%
16	3% Strongly support
41	7% Support
132	23% No opinion
80	14% Oppose
290	50% Strongly oppose

**Do you have additional comments regarding legislative issues?**

53	9%
----	----

- \* Micromanagement of higher education by legislature is a huge problem.
- \* Are there any positive developments?
- \* We also need to do all we can to protect reproductive rights/freedom because without it faculty members who have a uterus do not have autonomy, equality and the the ability to fully participate in all aspects of society.
- \* The university needs consider to raise the security level across the campus. This includes internet security and installing monitoring cameras in all major buildings.
- \* Why is UFF treated differently than the police or fire-fighters union? Oh wait, I think I know the answer.
- \* All of these are significant.
- \* Elect clowns, expect a circus. God help us.
- \* Who cares if they survey us: I know people feel free to speak in my classes from a range of perspectives, because they do! Legislature is the source of the chilling of free speech, gah! Of course you can count on bad survey design from those bozos, so we should have a profesisonally done counter-survey ready and waiting, in the event this passes, because that is the only way we will get statistically and otherwise valid and meaningful questions and results. Garbage in....
- \* competing ideas might be important in many ways, but not of course on the Holocaust, for example, and how students feel is not primiarly the responsibility of a professor in the classroom
- \* In general, Engineering teaching is not political, so things map kind of weird to us anyway. I think the efforts of the legislature are misguided, but antagonizing them is not my goal either.
- \* I generally oppose approaching university business and norms through legislation, even if/when I might agree with the goals of the legislation (which I also don't)
- \* I hope that UFF-FSU is taking a strong stand on these legislative issues regarding academic freedom and speech. In addition to salary inversion, I believe these are the most critical issues facing faculty.
- \* none
- \* Laws are needed to bar gain-of-function research in the state of Florida, and any type of research that may knowingly endanger Floridians health
- \* Not much UFF can do about legislative issues unless Republicans are voted out of the majority.
- \* Clearly the phrasing of several of these bills is misleading and they're intended to be used as a cudgel by conservatives at the state level against unions and the left. Is there any provision for political education in UFF-FSU?
- \* Makes me want to leave Florida, that is for sure.
- \* Accreditation will become a systemwide choice. We need to avoid a situation where the boards select accreditors that will mirror their priorities over the historical mission of universities
- \* "Equity, diversity, and inclusion" should mean \*everyone\*--not specially selective groups.

- \* Academic Freedom
- \* Students are taking advantage of their ability to record lectures and do not abide by the stated parameters.
- \* This is of course the cultural anti-WOKE campaign.
- \* At what point does Florida become unlivable and the scholars leave and move elsewhere?
- \* HB 7107

In particular, lines 620-625 read:

"[international travel approval and monitoring program] must require preapproval and screening by a research integrity office for any employment-related foreign travel and employment-related foreign activities engaged in by all faculty, researchers, and research department staff."

This is bad by itself, but it also invites to later amendments which will include personal travel as well.

Lines 518-526 of the same document require screening by RIO of the last 20 years of employment of all international applicants for research-related positions, including graduate and undergraduate students. Things are more strict when the applicant is originally from or has worked at any of the "countries of concern" (Russia, China, Venezuela, etc.).

- \* "Legislation that prohibits any speech in the classroom that "might make students uncomfortable" because of racial, LGBTQ+, or other issues that speech might engender." language can be edited for clarity, students can claim feeling "uncomfortable" with a wide range of statements, not all inappropriate.
- \* Re my support for the survey 'of students, faculty and administrators to assess "the extent to which competing ideas, perspectives and claims of truth are presented" and how "safe and supported" members of the university community feel in expressing their views'.

This imposes an additional burden on universities, but I think that such a survey might be useful in assessing the demographic of community members that do not feel safe. However, ironclad protection of anonymity in this survey is of paramount importance. If survey data in which members of the community indicated specifics of gender, sexual orientation, and religious affiliation is not protected with strict anonymity my support for this would change to strong opposition.

- \* I'm deeply alarmed to work in Florida given the legislative climate.
- \* It's a waste of taxpayer money for the legislature to play these political games, but it would be less insulting if they also kept our salaries competitive.
- \* Pointless waste of time and resources
- \* SB148 is more serious than the phrasing of the second question in this section implies.

- \* What I mean by "strongly oppose" is that these are terrible pieces of legislation that the UFF should push back against. I hope that that's clear.
- \* I'd say that this legislature is largely a bunch of Neanderthals but that would insult the Neanderthals, who were actually not so bad by comparison. Why is the new overpaid President not in there fighting for faculty interests? Even the politician-lawyer previous president did better. Honeymoon is over, get on the job.
- \* the legislation passed last session regarding the survey is absurd, but there's no use expending valuable resources to undo it.
- \* It's clear that the state government does not have the interests of high education in mind, and I'm unsure there is much that can be done about this.
- \* Requiring public sector unions to have 50% in a right to work state is not desirable and needs to be defeated. Public sector workers should have a right to organize regardless of the percentage of total employees even though they are "free riders" gain benefits of union bargaining without paying their fair share.
- \* I'm a disability rights activist. So as disabled faculty, I'd like our union to protect disability civil rights from further erosion. This erosion of our civil rights has become commonplace in the pandemic and across higher ed, though the ADA law of 1990, and the 2008 Amendment, has not changed. Specific example: No disabled person, no immunocompromised person, should have to weigh life or death to teach.
- \* Guns must not be allowed on campus - ever!
- \* We are slipping so easily into a totalitarian mind control form of governance. Animal farm should once again become mandatory reading..
- \* What is UFF's dues paying membership % - that should be added as info to the question about 50%
- \* People can oppose these things, but it'd be nice if more than one or two faculty members actually showed up to legislative hearings and argued against these awful bills. The union can only do so much and it looks horrible when faculty can't be bothered to walk 20 minutes to the Capitol to try to protect their own rights.
- \* I do not think FSU should be conducting surveys of students for the state.
- \* I am very concerned for the future of FSU, its faculty, and its students if these bills pass.
- \* We need to support efforts to eliminate fees paid by GAs. Also, on an unrelated topic, this year I don't feel nearly as well informed about legislative issues as I did for the previous few years. Marshall sent really good information that I found extremely helpful, and I miss that. Also, when I go speak at the Capitol, there just isn't a significant UFF presence. Don't our dues go towards lobbying?
- \* I am concerned that conservative voices are increasingly unwelcome on campus, and I want diversity of perspectives to be a value the university upholds. This diversity of perspectives must include conservative viewpoints.
- \* I don't think I like any of those legislative "ideas"

- \* FSU has right to be concerned about conflict of interest, what should not concern FSU administration is how much money exactly a faculty is earning from e.g. outside consulting. Right now that amount is required input, and having one's boss know this does conflict with one's chances of future raises. Most faculty who feel adequately compensated at FSU would not engage in outside consulting. Exact amount of outside compensation should only concern IRS, not FSU.
- \* The State Legislature is the place to press for employee raises.
- \* Concealed carry and restrictions on CRT or LGBTQ+ open discussions are legislative issues that if passed would push me into a serious job hunting mode.
- \* This last is just a way for right wingers to suppress free speech.
- \* I oppose "trick" legislation that allows conservative overreach and the ability to dictate the freedoms of others.
- \* I also strongly oppose the new requirement that we need to report foreign travel, this reminds me of fascist countries who will investigate every facet of our lives, in addition, if I am a 9month contract person, FSU has no business to know what I do in the 3 months I am not under contract.
- \* no

## General Survey Questions:

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

564	97%
14	2% Strongly agree
203	35% Agree
185	32% Neutral
119	20% Disagree
43	7% Strongly disagree

### Faculty morale is high at FSU.

562	97%
10	2% Strongly agree
125	22% Agree
195	34% Neutral
171	29% Disagree
61	10% Strongly disagree

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

557	96%
45	8% Strongly agree
161	28% Agree
178	31% Neutral
116	20% Disagree
57	10% Strongly disagree

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

559	96%
62	11% Strongly agree
199	34% Agree
165	28% Neutral
86	15% Disagree
47	8% Strongly disagree

**FSU administrators have inappropriately high salaries compared with FSU faculty.**

565	97%
200	34% Strongly agree
175	30% Agree
151	26% Neutral
32	6% Disagree
7	1% Strongly disagree

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

565	97%
49	8% Strongly agree
190	33% Agree
96	17% Neutral
134	23% Disagree
96	17% Strongly disagree

**I worry that the condition of the building(s) I work in may adversely affect my health.**

566	97%
63	11% Strongly agree
150	26% Agree
128	22% Neutral
136	23% Disagree
65	11% Strongly disagree
24	4% Not sure

**The FSU Administration is doing a good job in dealing with health issues arising from the condition and environment of campus buildings.**

565	97%
11	2% Strongly agree
100	17% Agree
187	32% Neutral
124	21% Disagree
76	13% Strongly disagree
67	12% Not sure



**Faculty and staff parking is satisfactory at FSU.**

565	97%
32	6% Strongly agree
171	29% Agree
149	26% Neutral
123	21% Disagree
90	15% Strongly disagree

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

560	96%
52	9% Strongly agree
233	40% Agree
177	30% Neutral
76	13% Disagree
22	4% Strongly disagree

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

560	96%
93	16% Strongly agree
302	52% Agree
137	24% Neutral
22	4% Disagree
6	1% Strongly disagree

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

561	97%
24	4% Strongly agree
169	29% Agree
100	17% Neutral
162	28% Disagree
72	12% Strongly disagree
34	6% Not applicable

**I can give sufficient time to my students.**

564	97%
31	5% Strongly agree
251	43% Agree
86	15% Neutral
109	19% Disagree
23	4% Strongly disagree
64	11% Not applicable

**Teaching assignments in my department/unit are done equitably.**

562	97%
70	12% Strongly agree
206	35% Agree
96	17% Neutral
74	13% Disagree
43	7% Strongly disagree
73	13% Not applicable

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

560	96%
99	17% Strongly agree
197	34% Agree
182	31% Neutral
71	12% Disagree
11	2% Strongly disagree

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

560	96%
18	3% Strongly agree
138	24% Agree
212	36% Neutral
128	22% Disagree
64	11% Strongly disagree

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

560	96%
132	23% Strongly agree
287	49% Agree
92	16% Neutral
41	7% Disagree
8	1% Strongly disagree

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

562	97%
312	54% Yes
39	7% No
22	4% Not sure
189	33% I am already a member

**Please rate your feelings toward the UFF-FSU Chapter:**

565	97%
249	43% Very positive
183	31% Somewhat positive
82	14% Neutral
31	5% Somewhat negative
10	2% Very negative
10	2% Not sure

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

562	97%
107	18% Yes
328	56% No
127	22% Not sure/do not know

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

560	96%
289	50% Very important
224	39% Moderately important
38	7% Not very important
9	2% Not important at all

**FSU helps faculty prepare and submit their research proposals.**

558	96%
44	8% Strongly agree
180	31% Agree
133	23% Neutral
74	13% Disagree
29	5% Strongly disagree
98	17% No opinion

**FSU facilitates commercializing inventions derived from faculty research projects.**

551	95%
10	2% Strongly agree
82	14% Agree
121	21% Neutral
14	2% Disagree
10	2% Strongly disagree
314	54% No opinion

**In comparison to other institutions with which I have experience, FSU research infrastructure is:**

557	96%
30	5% Substantially better
68	12% Somewhat better
114	20% About the same
107	18% Somewhat worse
61	10% Substantially worse
32	6% Does not apply
145	25% No opinion

## **Administrator Evaluations:**

**President Rick McCullough's performance has been:**

561	97%
35	6% Outstanding
173	30% Good
87	15% Fair
24	4% Poor
9	2% Unacceptable
233	40% Not sure

**Provost Jim Clark's job performance has been:**

553	95%
42	7% Outstanding
101	17% Good
44	8% Fair
11	2% Poor
2	0% Unacceptable
353	61% Not sure

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

559	96%
91	16% Outstanding
197	34% Good
77	13% Fair
22	4% Poor
13	2% Unacceptable
159	27% Not sure

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

559	96%
142	24% Outstanding
232	40% Good
104	18% Fair
32	6% Poor
23	4% Unacceptable
26	4% Not sure

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

553	95%
198	34% Outstanding
190	33% Good
74	13% Fair
39	7% Poor
31	5% Unacceptable
21	4% Not sure

**Professional Work Climate:**

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

561	97%
82	14% Strongly agree
260	45% Agree
134	23% Neutral
66	11% Disagree
19	3% Strongly disagree

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

560	96%
125	22% Strongly agree
215	37% Agree
78	13% Neutral
81	14% Disagree
40	7% Strongly disagree
21	4% Not applicable

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

562	97%
23	4% Strongly agree
131	23% Agree
141	24% Neutral
176	30% Disagree
91	16% Strongly disagree

**Merit assessment procedures in my department/unit are fair.**

559	96%
53	9% Strongly agree
196	34% Agree
188	32% Neutral
78	13% Disagree
44	8% Strongly disagree

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

559	96%
	0% Does not meet FSU's high expectations
	0% Official concern
109	19% Meets FSU's high expectations
275	47% Exceeds FSU's high expectations
175	30% Substantially exceeds FSU's high expectations

**Did you actively seek alternative (non-FSU) employment during the 2021-22 academic year?**

557	96%
127	22% Yes
430	74% No

**Do you plan to actively seek alternative (non-FSU) employment during the 2022-23 academic year?**

560	96%
126	22% Yes
271	47% No
163	28% Not sure

**What is your position classification?**

523	90%
136	23% Professor
117	20% Associate Professor
68	12% Assistant Professor
2	0% Eminent Scholar
8	1% University Librarian
8	1% Associate University Librarian
10	2% Assistant University Librarian
37	6% Teaching Faculty I
27	5% Teaching Faculty II
33	6% Teaching Faculty III
7	1% Instructional Specialist I
6	1% Instructional Specialist II
2	0% Instructional Specialist III
5	1% Research Faculty I
9	2% Research Faculty II
18	3% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music

3	1% Childcare Specialist
	0% Curator
	0% Associate Curator
2	0% Assistant Curator
5	1% Senior Research Associate
7	1% Associate in Research
6	1% Assistant in Research
	0% University School Instructor
	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
6	1% Other

**My assigned duties involve:**

563	97%
116	20% Mostly research
133	23% Mostly teaching
60	10% Mostly service
195	34% About an even balance of teaching and research, with some service
57	10% A diverse combination with no area dominant
2	0% Not sure

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

557	96%
258	44% Yes
269	46% No
30	5% Not sure

**Are you in a tenured or tenure-earning position?**

557	96%
344	59% Yes
211	36% No
2	0% Not sure

**Which of the following best describes your normal annual appointment?**

559	96%
395	68% 9-month contract
159	27% 12-month contract
4	1% Other
1	0% Not sure

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

487	84%
7	1% Accounting
2	0% Advanced Power Systems (Ctr for)

4	1% Anthropology
6	1% Art
5	1% Art Education
8	1% Art History
2	0% Askew School of Public Administration and Policy
20	3% Biological Science
2	0% Business Analytics, Information Systems and Supply Chain
2	0% Chemical and Biomedical Engineering
6	1% Chemistry and Biochemistry
3	1% Civil and Environmental Engineering
2	0% Classics
15	3% Communication
11	2% Communication Science & Disorders
9	2% Computer Science
7	1% Criminology and Criminal Justice (all areas)
6	1% Dance
6	1% Dedman College of Hospitality
	0% Distance Learning
11	2% Earth, Ocean, and Atmospheric Science
9	2% Economics
4	1% Educational Leadership and Policy Studies
13	2% Educational Psychology and Learning Systems
2	0% Electrical and Computer Engineering
	0% Emergency Management and Homeland Security
11	2% English
6	1% Family and Child Sciences
5	1% Finance
1	0% FSUS (all areas)
3	1% Geography
13	2% History
	0% Industrial and Manufacturing Engineering
9	2% Information
1	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
4	1% Interior Design
2	0% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute
3	1% Learning Systems Institute
28	6% Magnet Lab (NHMFL)
5	1% Management
7	1% Marketing
17	3% Mathematics
7	1% Mechanical Engineering
15	3% Modern Languages and Linguistics
	0% Molecular Biophysics
1	0% Motion Picture Arts (Film)
21	4% Music (all areas)



8	1% Nursing (all areas)
3	1% Nutrition, Food, and Exercise Sciences
	0% Ocean & Atmospheric Prediction (Ctr)
3	1% Office of Distance Learning
7	1% Panama City (all areas)
7	1% Philosophy
16	3% Physics
6	1% Political Science
	0% Prevention and Early Intervention (Ctr for)
13	2% Psychology
4	1% Public Administration
2	0% Reading Research (Center for)
2	0% Religion
2	0% Risk Management/Insurance, Real Estate and Legal Studies
2	0% Scientific Computing
15	3% Social Work
10	2% Sociology
1	0% Sport Management
2	0% Statistics
6	1% Teacher Education
7	1% Theatre
7	1% Undergraduate Studies
22	4% University Libraries
3	1% Urban and Regional Planning
17	3% Other

## COVID-19 Questions

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

556	96%
295	51% Yes
157	27% No
42	7% Not sure
62	11% Does not apply

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

559	96%
61	10% Strongly approve
210	36% Approve
90	15% Not sure
130	22% Disapprove
56	10% Strongly disapprove
12	2% No opinion

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

556	96%
97	17% Strongly agree
267	46% Agree
90	15% Neither agree nor disagree
70	12% Disagree
24	4% Strongly disagree
8	1% No opinion

**To what extent has the COVID pandemic affected your progress toward tenure or promotion?**

558	96%
2	0% Very positive effect
10	2% Small positive effect
143	25% Not at all
124	21% Small negative effect
74	13% Very negative effect
205	35% Does not apply

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

558	96%
60	10% Strongly agree
161	28% Agree
124	21% Neither agree nor disagree
94	16% Disagree
58	10% Strongly disagree
61	10% Not sure

**The University's statement of expectations about mask-wearing has been adequate, given the COVID situation.**

556	96%
46	8% Strongly agree
142	24% Agree
84	14% Neither agree nor disagree
133	23% Disagree
142	24% Strongly disagree
9	2% Not sure

**Since the hiring of President McCullough, the University administration's response in permitting faculty to work remotely during the COVID pandemic has been reasonable.**

555	96%
46	8% Strongly agree
225	39% Agree
98	17% Neither agree nor disagree
46	8% Disagree
27	5% Strongly disagree
113	19% Not sure

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

96

17%

- \* Drop the expectation to wear masks NOW.
- \* The College of Nursing has found it very difficult to maintain clinical assignments for our students since our governor will not allow us to mandate vaccination or even ask the students if they are vaccinated. This is a farce when we need to know the status related to clinical partners that require that information. Asking students if they can meet the clinical requirements is just asinine considering that the only one that may not meet is vaccination. Very frustrating and we have been made to jump through hoops and offer time consuming alternative assignments for a small number of students who have difficulty even articulating their reasons for not getting vaccinating other than "they do not want to" we think because we are not even allowed to have discussions regarding vaccinations because we might violate their individual rights.
- \* I have had to work very hard to maintain standards of education in my classroom. I feel that there were a lot of breaks and changes made towards students and their mental health at the expense of faculty. I do appreciate the ability to teach remotely as it allowed me to continue to work and remain employed but I was asked to be way too flexible towards the students and be way too accommodating to the students.
- \* The response has shown a general disregard for the health and wellness of faculty members in order to prioritize the preferences of students, parents, and politicians. I have had to put myself in harm's way to keep my unit functioning. We lost several faculty in my unit due to the inadequate response of the university and those of us remaining have to take up the slack of those that left.
- \* Faculty governance is a top priority as well as maintaining research and academic standards at department levels, which some department chairs have damaged.
- \* EVERYONE should be allowed to either enforce mask-vax in their classrooms OR teach remotely. It is total BS that the admin caved to political pressure and ranked their own political cowardice higher than the safety and health (and lives) of faculty and students. They also cooked the data because I knew a bunch of covid-cases from my colleagues and students that never showed up on the data. Tracing and rules were pathetic. FSU admin basically created an ongoing superspreader event by forcing F2F teaching. Really has changed morale and our view of the place and the people running it. The only good part of FSU's covid handling was providing vaccines.
- \* It has done as well as possible, given that it cannot disobey the unreasonable actions and demands of the State of Florida.
- \* Administration should respectfully ask faculty to return to the classroom. My department is ghost town.

- \* I think the time has come for us to consider when we're going to end the mask expectation. This can't go on forever and, although I've been compliant and in favor of the expectation, faculty need to understand under what conditions it will end.
- \* FSU has focused on only FSU's testing site results as an indicator of the status of COVID cases on campus. That strategy is naive, at best, given the number of testing sites outside of campus that are available.
- \* What exactly HAVE they done beside tell us to wear scratchy masks even though students don't, put loud air filters in the rooms, and send out a bunch of emails? I don't mean that sarcastically. I truly am not aware of any physical actions.
- \* I felt very unsafe coming to campus in the fall when delta was at peak and at the start of Spring term, when omicron was rampant. Fall, particularly was stressful, and I spent as little time on campus as I could manage and do my job. Students in my classes have been wearing masks, though, which helps. I am feeling better now that the Covid transmission rates are lower. I am wondering if/when FSU is going to drop the mask "encouragement", and hope it can be reinstated if another variant becomes dominant.
- \* I think the administration needed to ally with other universities in confronting the dangerous policies put forth by the Governor and legislature to keep faculty and students safe. Very weak response.
- \* The administration's response and handling have been pavid, at best.
- \* Not allowing remote teaching in Fall 2021 when Delta surged because "students had made plans to come here and rented apartments" was a lame excuse, throwing your faculty to the wolves. You should have at least allowed switching to hybrid formats that count as "in person" but reduce in person meetings to as few as 6-7 throughout the semester, and there are no extra fees for students.
- \* I feel quite fortunate to have been at FSU throughout the pandemic.
- \* They did the minimum and pretended it's a huge service to faculty. The reality was the chose students and political hacks over faculty.
- \* The problem was not so much with the FSU administration as with the Florida government, whose approach to the covid crisis is an unmitigated disaster.
- \* I think the university has done well under the circumstances of having hands tied so much by the state.
- \* It seemed pretty decent until Omicron. Cases got really high and students had mask and compassion fatigue, so they have been more careless this semester than last. I was very please the FSU let us teach remotely for the entire 2020-2021 AY.
- \* Faculty should be able to teach on Zoom for any reason related to health or well being, and students should be able to attend on Zoom with cameras on for attendance. Why did FSU admin insist on F2F classes during a pandemic? We know a lot who fell ill who were not counted on the FSu database. There was one week when we knew six colleagues who had covid but the tracking FSU did showed only 1 and then 2. Bogus.

- \* Testing should have been offered during holidays and weekends, not just during working hours. Faculty with family should also be given more flexibility with taking time off to care for children.
- \* Support for the staff at University Libraries has been insufficient. Faculty should leverage our position in support of our staff colleagues who are subjected to less-safe more poorly paid working conditions.
- \* Face masks should be mandatory in classrooms for all who are able to wear them, especially when local infection and hospitalization rates are high. Students and staff should be required to be vaccinated now that the vaccines have full FDA approval and are no longer emergency sanctioned. I hope the vaccination policy will change with the incoming Fall 2022 semester.
- \* I continue to be concerned about the university's COVID response and how much that has been controlled by the Governor, at the expense of human health on campus and in the wider Tallahassee community. FSU's handling of COVID was good at first but starting in summer 2021, devolved into spinelessness. It is also apparent that they have been misleading at best about the actual case numbers on campus - in Fall, the numbers of confirmed COVID+ students in my and just a few colleagues' classes outnumbered the cases reported on the FSU dashboard. The contact tracing implemented by the university was also woefully inadequate and failed to capture many positive students, including those who reported to the university themselves as well as cases I reported.
- \* Masks should no longer be expected and a standby should be made regarding this.
- \* Disproportionately hurt women and faculty of color, as well as parents of young children, in compounding ways
- \* I know that FSU's options were limited due to the Governor and political situation in Florida, but I still wish FSU (and the other SUS universities) had advocated more strongly for a vaccination requirement and mask mandate when the Delta variant struck last summer, instead of putting us and our students in such a vulnerable situation.
- \* The plexiglass shields in some classrooms need to be removed.
- \* The COVID security theater has been ridiculous. Not as bad as at many universities, but still ridiculous. I'm thankful that the FL legislature and governor have imposed some constraints on faculty and administrative stupidity. And as for stupidity, what moron decided that the "Expectations" statement was a good idea? Do you think that the students are idiots? You must, because employing a word play to make a voluntary action sound mandatory, without actually using the word mandatory, is the height of stupidity when inflicted on intelligent college students. They rightly were infuriated at the condescension, and justifiably refused to comply.
- \* It is very difficult to teach in a mask. I understand FSU's expectations, but I think students lose something by having masked professors. They can't see their facial expressions, a smile, etc.

- \* It is hard to answer questions about FSU's response to the Covid situation because of the limitations created by the state's refusal to mandate masks or vaccination. The administration's hands were tied. I greatly appreciated the statement made by the president that masks were expected. I also appreciated the air filters put in buildings.
- \* In my opinion it was inappropriate to tell students that they are expected to wear masks. University policy should have been, masks are not required, full stop.
- \* During times of high transmission, the inability to enforce mask wearing has a detrimental effect on faculty's ability to teach effectively in person. Faculty have had no choice but to take it upon themselves to accommodate students and give them safe options. Given the option (i.e. in a flex format), a substantial majority of my students in every class I've taught this year have chosen to attend online -- they are not comfortable being there in person when they cannot count on classmates to be responsible and wear masks. Many of these students would prefer to be there in person if they could be assured that everyone would be masked. This is a very unfortunate situation. Universal masking facilitates in-person education for all, whereas catering to the few who do not want to wear a mask perpetuates a situation in which many others feel they cannot take advantage of in-person education, even when it is available. Frankly, teaching entirely online was better than the new de facto norm of simulcasting from the classroom, where those attending via zoom sometimes cannot hear very well due to limitations of classroom technologies.
- \* Thank you to Health Center and Amy Magnuson's work on making vaccines accessible.
- \* Generally well
- \* In terms of handling the covid crisis, admin should have allowed instructors to teach remotely, or at least allowed caregivers of high risk family members to teach remotely. In terms of direct impacts, I have had to spend more time on teaching (preparing online and flex modes of instruction, helping students who were sick or needed to quarantine) and developing new research projects because covid made previous projects more difficult to conduct.
- \* I feel that I have given my students WAY more flexibility than has been granted to me as a faculty member. Also, a "flex" option for teaching promotes bad teaching (lecture-based instruction only) as it is quite difficult to do activities with students when students are in both places -- small group discussion is only possible if enough students choose each option, and discussion is the least challenging activity in the "flex" option.

- \* FSU's administration intentionally attempted to circumvent and obfuscate our state laws, by stating that "Masks are 'expected' on campus."  
This was purposeful and deliberate wordsmithing to avoid state penalization and/or prosecution for undermining our state's "NO MASK MANDATE" law. FSU, as well as the UFF \*must\* refrain from politicizing events and policies. The following question above, "The University's statement of expectations about mask-wearing has been adequate, given the COVID situation." should have read "Should FSU have attempted to bypass Florida's 'No Mask Mandate' law by 'expecting' masks to be worn?"
- \* Stupid-bad response to covid from the new President, who is a big disappointment. I understand it is coming down from the governor and Stuff Rolls Downhill, but really, people's lives and health were at stake and what did they do? They threw us under the bus, threw us back into classes during a surge, no way to make students mask up, and why the heck NOT teach online, when it worked during Spring 2020? I am cynical so this piss-poor response is no less than I expected. But it's why I will take the very next job offer I get. Admin does not care AT all about our lives and health. New President does not care AT all about our lives and health. Fine, we can read the writing on that wall of Westcott.
- \* I believe given the student attendance issues due to Covid-related issues and mental health issues, the university should consider a more flexible approach to in-person instruction and offer remote teaching, hybrid or flipped classroom on some teaching class days instead of flex environment. The flex teaching can be cumbersome depending on classrooms where technology is non-existent or a viable option. It also allows greater flexibility for Faculty and student who may be missing in-class instruction due to Covid-related issues, and its impact on mental wellness and Faculty who may be dealing with caretaking a family member.
- \* The FSU Administration has handled the COVID crisis about as well as it could have, given the constraints imposed by the sociopaths "governing" our state.
- \* Building maintenance is a real problem. Understaffed, underpaid, overwhelmed. FSU administration seems to be trying to make the situation intolerable so that they may privatize custodial and building services.
- \* This university should have followed scientific guidelines and issued a mask mandate, even if this means opposition to legislators and boards. Administrators must stand up for our academic principles and values.
- \* It is the State Government's rules that are more problematic.
- \* FSU was slow to provide or implement policies, supplies, services (e.g., vaccines, testing, supplying masks, air purifiers, plexiglass...). I was able to access all of these items in other states/regional universities sooner than provided by FSU to faculty.

- \* First floor windows in classrooms 108 and 110 of the Rogers building are sealed, thus not allowing for proper ventilation. They should be unsealed to allow proper ventilation via open windows, during class time. A similar situation was encountered in Spring 2021 in some HCB classrooms
- \* Thank you, Pres. McCullough for stepping in and making sure that HR stops putting up barriers to faculty who just want to work in a healthy environment. I have never seen an HR department at any university (this is my third) that seems so rabidly anti-faculty. The basic belief in that office seems to be that faculty are trying to get away with not doing their jobs. I'm very glad that Pres. McCullough doesn't seem to feel that way.
- \* FSU covid response has been hampered by authoritarian Governor and state legislature. The crisis has had an adverse impact on my research productivity.
- \* Remote work should be allowed for those not comfortable returning to campus.
- \* Florida is insane and unscientific on this issue. It is offensive that faculty (and students) have been put in harms way because the Governor is a lunatic. Testing and shots at FAMU -- world class. Testing and shots at FSU chaotic and poorly managed.
- \* The lack of empathy and attention to science in the fall were both, in their separate ways, hugely disappointing. The use of federal funds to buy air purifiers and making staff install them on a holiday weekend -- way to dodge personal responsibility and pass the buck.
- \* Faculty have not been adequately compensated for all the extra effort in moving teaching online over three semesters in 2020-2021.
- \* The "masks are expected" approach has been a joke. "Expected" is a meaningless word, and so masking has never really been taken seriously this year and the past few months has been largely ignored. At this point, I don't think anyone in my college even knows what is expected anymore. There are still a few "masks are expected" signs in the building, but so few that it just seems like no one has gotten around to taking them down. The only COVID strategy currently seems to be to not talk about it and hope eventually everyone will just stop wearing masks.
- \* It's time to stop "expecting" faculty to wear masks in the classroom, and to take down the perspex three-sided screens. Anything that creates an additional barrier between teacher and student adversely affects teaching and engagement. Make them optional.
- \* There is no reason that the university couldn't issue a mask mandate, and the idea that masks were "expected" was laughable.
- \* The governor has been more reasonable in his COVID policies than the university. We are better off without mandates, and we have the governor to thank for that.



- \* FSU's (lack of) response in fall 2021 during the Delta surge was irresponsible and demoralizing. We should have had stricter masking, and considered delaying in-person classes for a couple weeks. Starting the first couple weeks of 2022 online would have been good too, but I'm hopeful the rest of this semester will go better.

If FSU had a vaccine mandate for students (and everyone else), I'd support that.

- \* I had an accommodation given my risk condition last year. The accommodation was removed under President McCullough. I was informed that asking my students to wear mask given that I am immunocompromised was "not a reasonable accommodation." Unsurprisingly, I caught COVID (I was most likely exposed on campus given my COVID precautions are far safer off campus than on campus given). I am still working to get over COVID-19 and lost 10 days of work, so I am not happy with FSU's response.
- \* I do not think that the COVID response at FSU has been great, but that is not the fault of the FSU administration, given the external pressures.
- \* The University response showed how little they care for their faculty, instead caring about money.
- \* I think the administration's response to COVID has been as good as it can be, under the circumstances we find ourselves in with the Florida political environment.
- \* The new president chose his own political self-interest over the lives and health of FSU faculty and students. Shameful. Disgraceful.
- \* I think that faculty who would feel safer teaching online should be allowed to teach online. I also think that we should be collecting information on vaccination status so that we know what percentage of campus population is actually vaccinated.
- \* The expectations about mask-wearing are powerless -- and even more so as case numbers decline.
- \* COVID-19 turned out to be an unimportant disease that we have overreacted to for far too long.
- \* Starting right after the holidays with face-to-face classes caused many problems. Fortunately, the students behaved responsibly, despite the official policy.

- \* Covid has wreaked havoc on the writing process for my book, which is now more than a year overdue. This is preventing my going up for promotion, and I'm getting more and more administrative work in the meantime, which slows it down even more.

The overall Covid response seems tailored to student and admin needs rather than faculty needs. I do feel reasonably safe teaching in person now, but I also got Covid during the omicron wave. Faculty have been forced into the middle of this situation, where we have to teach in person, can't ask about vaccination status, can't require masks, can't social distance, have insufficient time to disinfect between classes, and can't use our own judgement in determining if we need to shift class to zoom for a day or two because tons of students are getting sick. That's not a good place to be, and it's made me feel that the university doesn't value or trust the people that make it function.

- \* As weak as all of the others in the university system.
- \* FSU HR is the worst department in the university!
- \* FSU should have required a vaccine mandate and a mask mandate. I had students last semester who refused to wear masks. It's evident that the health of faculty and staff were not a priority for the administration. I am thankful for the covid testing facility on campus. covid has impacted my ability to travel to carry out research which will impact the timing of my promotion.
- \* My view is that there has been a terrible OVER-reaction to COVID across most universities. Given that FSU has done less than most, I see that as a positive. My main concern is that some of the young people (undergraduates, graduate students, postdocs) are scared and depressed, even though their COVID risk is very low compared to other normal risks in life (e.g. driving). Many of them have had mental health issues because of years of fear, suspicion, and isolation driven by the moral panic over COVID. The union should do what it can to get people out from under this cloud of fear, so I would be very disappointed if we tried to push for more restrictions. They send the wrong message.
- \* My chair has refused to post bylaws. When anyone has asked him, he publicly announces that he thinks that faculty member is a "waste of time," even though he has frequently wasted everyone else's time by tinkering with the bylaws to suit his own interests. I wish there were a way to report on the unethical practices of administrators and making them answer for academic bullying. This is not the only event. And the higher administration keeps rewarding him so he keeps on bullying.

- \* I'm a specialized faculty and I was working remotely during the pandemic until August when we were told to come back to campus. FSU has a Alternate Work Location Arrangement Pilot Program but while my A&P and OPS colleagues have taken advantage of this program and continued working remotely, I am still required to come into an empty office suite five days per week because the Alternate Work Location Arrangement Pilot Program has omitted faculty from the program. Please add Faculty to this program so that specialized faculty can have a remote/telework option as well.
- \* It's been a frustrating time, and I think the powers that be (from my immediate supervisor on up the administrative chain) truly have no idea how difficult it's been to work miracles with not enough resources-- and to keep staff motivated, engaged. And most of all, to keep library services going to our students and faculty. Words aren't sufficient -- more support for our units (funding, resources) and raises for our staff and faculty will help. Perhaps some additional vacation days/university holidays would help.
- \* I have some issues with the masks expected policy. I would like to take my mask off when distanced from students while lecturing, especially now with numbers so low. I would put it back on when approaching students. However, since the policy is that masks are expected, I feel like I cannot do that. I know that other faculty do teach without masks.
- \* The FSU administration should have implemented a vaccine and mask mandate, just as many other universities across the country, especially the ones that we compare ourselves as "research" university. The FSU administration bowed too easily to the Florida government's politicizing of the pandemic.
- \* It's not FSU administration's fault the Governor is anti-science. Face masks should have been required all last year. Putting plexiglass in a classroom and an air purifier is public health performance for an airborne, aerosolized virus. Colleges and Departments have made allowances and accommodations to faculty to work and teach remote as much they can, but it could have been much better had the university not had to contend with a political context it was.
- \* Not enough signage to remind students to wear masks in buildings/classrooms, at least in the University Center where I am located.
- \* Undergraduate Studies has largely forbid its specialized faculty to work remotely. It manages specialized faculty in a way out of step with other colleges. It is more corporate, micro-managing, and authoritarian. There is a huge problem in Undergraduate Studies in that there is no shared governance! Managers dictate to specialized faculty what to do and when to do it. There is no apparatus for specialized faculty to formally weigh in on decisions regarding policy and procedure. It is very demoralizing.

- \* Considering the attitude of our governor and legislature, FSU's response has been as good as could reasonably be expected. If stronger measures had been put in place, I have no doubt that we'd be punished by the legislature, in the same way they're proposing to do with K-12 school districts.
- \* Students should be required to wear masks inside of buildings and in all classrooms.  
DSST should be willing to evaluate students for excused absence requests based on Covid claims.  
FSU Safer should be more responsive and available to faculty with concerns and questions.
- \* I know the state has tied the university's hands, but not requiring vaccines and/or masks is ridiculous. In addition - requiring professors to teach in person is crazy - very few of my students are coming in person and I have heard similar from other faculty.
- \* anyone who has been in the libraries or the classrooms knows that students stopped following the "expectation" of wearing a mask a long time ago. The masks only work if we all wear them.
- \* FSU has done a horrible job. I am appalled that the university is beholden to politicians that actively prevent FSU from exercising appropriate measures to stop the spread of Covid. I want to leave FSU because the response has been so bad.
- \* Returning to face to face classes this semester was premature and led to great stress.
- \* FSU administration seem bound by BOT and DeSantis so hard to say. I am not sure to what degree FSU could have pushed harder for mask mandates and been more accommodating of teaching online. I have been very pleased with the testing available, easy and fast PCR results!
- \* The air purifiers are an excellent addition to the covid response. My students have had 100% mask wearing in class so that influences my perspective. Also, my department chair has allowed a lot of discretion for determining when to pivot to Zoom for classes on an ad-hoc basis (I've turned to full Zoom sessions when a high number of students have tested positive or been exposed to others). This has allowed me to be more inclusive and responsive to changing conditions.
- \* I know that the pandemic has been very stressful and constantly in flux, but I would have appreciated more clear and ongoing guidance (backed up by data) on University operations. It seemed like we had to make a lot of our own decisions and didn't have a clearly identified person or office to reach out to to ask questions about what to do.
- \* I find the "expectation" of masking in classrooms and other public spaces on campus to be unscientific and unworkable (the latter because there are no means for penalizing those who violate the expectation), and in any case totally unjustified given the impact it has on basic human interactions. For my part, if the policy is still in place during the Fall 2022 semester I myself will not abide by it, at least in my teaching.

- \* It's difficult to answer some of these questions accurately because I'm aware that some people are treated VERY differently from others. In particular, I'm thinking of the ability to take care of family members, permission to work remotely, and retaining productive faculty. Frankly, the GA stipend issue also varies considerably by department/college. At the low end, though, the stipend paid for the work demanded is distinctly too low -- especially when GAs are required to pay rather high fees.
- \* I understand the political parameters that we operate under in relation to COVID, but I disagree with them and believe the university has not done enough to ensure safety. Communication re: COVID has been haphazard, at times effective and at others seemingly non-existent. Faculty workloads have increased exponentially, especially once we were required to return to campus. Now we have to teach for both in person and remote students, make repeated accommodations because of unpredictable student attendance, and constantly adapt external student placements.

I support accommodating and recognize the situation is fluid and thus requires changes, and I have no problem accommodating and adapting. However, the lack of support for faculty to address and handle changes is discouraging, and I feel like I am now doing two (or more) jobs instead of the one already overloaded job I had. The fact that we have been working so hard for our students and do not even get cost of living raises shows how much faculty are valued (or not valued) at FSU.

- \* When it comes to the Covid response, I recognize that the hands of the administration are largely bound due to the dictates coming from the state. I would have liked a vaccine mandate and a mask requirement for all students, staff, and faculty, but that was never going to happen. I do think that the spread of vaccines and boosters means that face to face teaching is now not quite as treacherous for most people as it was in, say, Fall 2020.
- \* Masks are expected... This policy shows that those making this statement are ignorant of the facts. Cloth masks do nothing and if you ever touch your N95 mask it contaminates it and studies (Johns Hopkins, etc.) have shown that mask mandates have caused more harm than good.
- \* The limitations we are stuck with are not the university administration's fault, so I don't feel it's appropriate to criticize them here.
- \* I was not permitted to continue teaching online even though I am caretaker for a highly at risk individual with lung cancer, so I am required to go back F2F with about 900 students in my classes.

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

88

15%

- \* The current sabbatical policy needs to be rethought. Competitive sabbaticals tagging must be applied for far in advance are not practical for using that time for research collaborations.
- \* Please encourage the administration to stop contributing to the back-door erosion of tenure via the hiring of non-tenure track faculty. Stop hiring non-tenure track faculty.

- \* The union protects the wrong faculty members.
- \* Yes, as a teaching faculty, with many years of experience in teaching, service, and research, I am astonished that I am not allocated any significant time for research. I have to teach three classes which is 75% of my workload. Is this negotiable?
- \* The pay inequity between faculty and staff is so bad that I don't feel I can ethically hire staff to work in my department. We need to advocate for better pay and HR policies as relates to our staff colleagues.
- \* A higher emphasis should be placed on rewarding faculty that take on large service or administrative roles. These roles often affect their research output, and then they are "miss out" during merit raises due to the lack of research/grant output.
- \* I am not sure how merit raises are awarded. If there is a process or what. I feel that awards with a stipend are used to reward people for merit based work without an increase in pay permanently.
- \* Communication is weak within my unit. The Dean's office is in disarray. It seems that we work slowly on the wrong things, with minimal faculty input and lots of staff input. This indicates to me that faculty are not highly valued, and faculty governance in the college is poor as a result.
- \* So much to say on this that I can't even begin. I used to love this place deeply but the covid response has killed all trust in this administration. The new president literally does not care if we live or die. But he cares a great deal that he stays in good with the BOT and legislature, Disgusting. What an oily hypocritical invertebrate, all smarmy nice gladhanding lies, and then sleazed out with no pushback at all, and sent us back to F2F in the middle of a covid surge. I so wish he could have faced my crowded classes, swarming unmasked unvaaxxed students, and all. Think we won't remember that? really? And that ridiculous ego-fest of an investiture, argh, how embarrassing. But it speaks for itself.
- \* I love working at FSU, but it will sure be nice when my colleagues return.
- \* I am thankful that I have a pension from my previous employer. I do not know how anyone can be expected to live in any kind of reasonable comfort and safety in the current economic environment and still manage to save for retirement on this salary.
- \* Requiring professionals to move to other positions to receive pay raises is disruptive to the efficiency of the organization and effectiveness of job duties. It creates an environment of dysfunction because of the frequent turbulence of vacant positions, perpetual search committee service, and performance delays related to repeated learning curves of new hires every 12 - 24 months.
- \* There is no faculty governance in FSU Panama City campus at all. I suggest that you should conduct a separate poll for this campus, and then you will see that most faculty members are worried about their job security and not happy with the administrators.

- \* It has been a very hard two years. I and all of my colleagues am exhausted from the extra work immediately taking in-person classes not designed to be taught online to an online platform Spring 2020, then teaching online (synchronously) 2020-2021, and now shifting back to sort of in-person, but with students missing class because of Covid and zooming in (hybrid)--all of these were stressful and required massive amounts of extra work! I do not feel that the administration at all understands or appreciates the toll this has taken on faculty, who are doing their best to not only teach students in an optimum way given changing circumstances, but to also support students who are under stress and having physical and mental problems that affect their ability to complete their class work (or even to stay in school). We should have this work recognized by financial compensation! A semester of paid leave to recover would be nice, too, but I am sure that is not possible.
- \* I am concerned primarily by administration over bloating. I am also concerned by the president's agenda which focuses too much on applied science, and in relation to this by the president's will to influence the university's research direction. I am concerned by an excessive focus on the interdisciplinary buzzwords, which downplay a true research university's mission to excel in all fields of human knowledge. Ultimately the relentless focus on "real world" as opposed to basic knowledge is more characteristic of a professional school.
- \* too much bureaucracy -- telling faculty to "plan ahead" when it takes more than a year to get a mode of instruction approved (e.g. for online teaching) is pretty insulting during these times
- \* The administration hesitates to increase salary by cost of living so much that what we do at FSU become close to slavery in a few years.
- \* The president needs to make good on his statements about addressing inversion/compression.
- \* It seems to me that most of the union's attention focuses on tenured and tenure-earning faculty and little or no focus on specialized faculty. That needs to change.
- \* I am very concerned about FSU's ability to retain good faculty (including myself) because of the low pay, lack of annual adjustments, and lack of merit pay, and strict rules in the bargaining contract that limit Dean's authority to give raises to high performing faculty. I had planned to spend my entire career at FSU, but after what I have seen I have serious doubt. I just dipped my toe in the job market this year and now have much better offers. But I never truly wanted to leave so it is very unfortunate.
- \* I was highly disappointed in UFF for not successfully bargaining for a faculty raise this past year. The \$3,000 bonus was not nearly enough to account for the stress, medical concerns, and costs endured teaching from home. We should have received a minimum 3% raise plus a larger bonus. This next year UFF should push for a higher salary increase to compensate for the lack of raise last year.

- \* Teaching Faculty have absolutely no support for their research activities, and are actively prevented from pursuing their projects. I was hired for my research expertise but I have been prevented from conducting research because I am a Teaching Faculty. None of this was mentioned during my campus interview, during which most discussions revolved around my research agenda. If I stay and don't publish, it will end my research career.
- \* We should all be more engaged as faculty, union members, to help foster a society that has teeth to STOP aggressive moves by certain groups, states, etc on ordinary peoples lives via wars, pathogens and other disruptive means.
- \* Bonuses aren't good enough. We need raises.
- \* Faculty deserves more respect from PC Associate Dean Polick.
- \* salaries are not sufficient based on inflation, nor in comparison with any other State University.
- \* Morale in my department is very low. We have had a long-serving chair who continues to behave unacceptably toward faculty and students. He is stepping down as chair, but his behavior has gone on for a long time without administrative intervention. Salary issues continue to plague our department as well, for both faculty and graduate students.
- \* Graduate student stipends in the Biology department are unsustainable and we WILL lose good student researchers if we don't keep up.
- \* Grad students need more Benefits and fee reductions. And tuition waiver opportunities. But not more salary. Their spike in salary increases in recent years makes it hard for departments and grant funded faculty to afford to hire them. Let the university pick up their fees and give them real health and dental benefits. And tell their Union that. Salary increases for them while faculty and staff salaries are essentially frozen hurts them and limits the number of students vs full time staff we can hire. No one seems to be dealing with this systemically.
- \* I turned down a WFH opportunity with a \$25k pay increase last year. I wish loyalty were valued more at FSU. I love our students and think we are doing good things. But I hate having to worry about financial obligations.



- \* Parking is a terrible problem for the entire campus community. The fact that it could be resolved by providing a remote commuter lot for students who live on campus, but this is never proposed or considered as the dorms keep going up, is infuriating. Apparently the revenue from tickets is too valuable. That is insulting to everyone in the FSU community, and an unethical way to use students. Also - a small thing, but a daily irritation that makes faculty jobs harder: The constant bombardment of messages to students makes them avoid reading their email, or miss important messages. With the merger of the two mail systems, I assume all student messages regarding grades and classwork will go through the Canvas message center, in order to protect their privacy. Perhaps that system could be reserved for faculty-student interchanges, and the general announcements could be cut down/removed from that space. In general, a better system of aggregating "important announcements" would be helpful. My students tell me they don't read so-called important announcements because they are too many of them and most of the time they are not important.
  
- \* This survey is too long. I got worn out.
- \* Must figure out "sick buildings" problem and remedy immediately.
- \* The escalating attacks on tenure and academic freedom are very worrisome.
  
- \* Please do not allow guns on campus.
- \* No
- \* The three ranks with a 5 year promotion cycle is insufficient to provide adequate, performance based, promotion steps. I strongly advocate for at least one intermediate step to better manage promotion cycles. Moreover, the salary gap between non-tenure track and tenure track (specialized) research faculty must be closed, ASAP. The latter are not second class faculty. Moreover, research faculty II and III should automatically receive GFS.
  
- \* FSU is far too top down and obsessed with doing everything on the Web. Why do I have to book all travel through CONCUR. It is unwieldy, takes far too long and takes me away from students and doing research. FSU needs, especially McCullough is to achieve his goal to make FSU a powerhouse, make it much more NIMBLE. Right now administration, too much of which is now self-administration, is killing us all.
- \* \*Many\* faculty members' concerns are that "free speech" is being shut down in favor of totalitarian views and principles. Without free speech and individual freedoms to choose right from wrong we will cease to be a democracy and a republic.
- \* We need to hire more tenure-track faculty.
- \* Where do I even begin.
- \* none at this time.
- \* New Prez is not as good as we had hoped.

- \* The resources for research at this university are poor in a variety of ways, but it really all comes down to financial investment. Administration has to stop patting themselves on the back for being so "efficient" and doing more with less \$. Research dollars from major grants comes when PIs are supported in obtaining quality preliminary data. We need substantially more investment in pilot funding here, as well as resources for the administrative/bureaucratic side of grant submission and post-award management. Space is also a significant concern. My department is entirely out of laboratory space and lab animal space at this point, and this is true of other departments as well. FSU cannot grow its research funding portfolio by hiring new investigators under these circumstances, and it will be counterproductive to take space away from our currently active, funded researchers to make room for new. We need intelligent faculty-focused management of our space along with construction of new buildings if we are to expand.
- \* By offering only a bonus the last 2 years, FSU behavior contradicts its stated value of FSU faculty.  
Do not feel valued by my employer who is always asking me for money (donations). Have started to ignore these given above.
- \* I want fair and equal compensation for the overtime, extra hours, flex that my employer has required of me as a result of my employer's decisions in regards to COVID and in regards to Sandels.
- \* The minor sanctions associated with Dr. Gilbert's guilty of sexual harassment, and my sense that HR was running interference on his behalf instead of adhering to the "we will not tolerate" language on FSU website was deeply concerning. The student's mental health and their sense of security is secondary to faculty. Giving faculty a "second chance" or "opportunity to improve" should be done off campus, extramural, and not at the student's expense.
- \* It would not take much, in my opinion, to correct or address the mistakes of 2021, but it will take leadership. The admin's COVID and other responses have alienated and confused so many students, and faculty have few resources (mental or otherwise) to help them through.
- \* Better and more transparent spousal hire policies would ensure that I am retained, and would save me and the university hundreds of hours of lost labor (that go toward applying/interviewing for other jobs, and for travel to see spouse/family).
- \* I would like to see UFF also advocate for salary increases for university staff. Our professional staff members earn a significantly lower hourly rate than our grad assistants. I am all for GAs earning more and feel they deserve more, but I feel equally strongly that our full-time staff deserve more too.

- \* HR policies can be very difficult to work with. The required hiring process, starting with getting approval to advertise a position that already exists and is empty because someone leaves, is incredibly slow. We can go up to 6 months missing key staff because of delays due to approval to search, then required advertising period, then having to interview X people even if we have found a good person and can't get anyone else to apply, etc. This is a serious impediment to function - remaining staff are overworked, faculty are doing jobs staff normally would do and are thus overworked while still covering their usual assignment, etc. HR's handling of harassment investigations is also very difficult to work with, putting a damper on people's willingness to report. University policy about keeping faculty misconduct cases secret has large negative effects on morale.
- \* If faculty work for fully remote programs, the option to be a remote faculty member should be available. The requirement that faculty be present in Tallahassee when students are not on campus is tedious.
- \* Poor salary despite good performance
- \* FSU's low staff salaries make it hard to recruit good support staff, and HR is very inefficient and places roadblocks for hiring. We've had a dept support staff position empty for 9 months now. HR has also done a bad job dealing with reports of Title IX violations and other bad actions.
- \* In our department, seniority and qualifications now have no basis for hiring, teaching assignments, or administrative roles, which can be disheartening.
- \* There should be a push (similar to the University of Miami) where for faculty that are fully supported by soft money research grants that a portion of their salary be set aside each month so that in times where they do not have grant funding they can still be employed. For example, I believe UM has a policy that for every year of work service you will get 1 months support. This way when a grant ends you have time to secure another grant. This will alleviate a lot of stress and anxiety in departments like LSI at FSU where majority of the employees are research grant supported for their entire salary. It just basically makes a lot of staff unsure of future jobs at FSU and so during the last year of a grant you end up spending time either looking for other employment or trying to secure another grant (which some PI/supervisors frown upon).
- \* The requirement that faculty must have a written offer from another university to secure a raise to base salary undermines the institutional goals to retain diverse and talented faculty. For all of the work that goes into recruiting diverse faculty in the first place, we won't be able to keep them if we force them on the job market to be courted by other institutions (who would also like to recruit them to their ranks and may well have the resources to do so), every time they seek a pay raise. This is an acute problem who are high performing (and therefore more highly coveted by the market), who would normally be eligible for merit raises but for whom merit raises are not available.

- \* COVID made it clear that the FSU administration thinks faculty lives are 100 percent expendable. no masks requirement, no vax requirement, forced to teach F2F: you have to be kidding me.
- \* Space allocation is a big issue that lacks any transparent criteria or timeline. Decisions appear to be made on an ad hoc basis with little to no communication what the priorities are or why space is or is not be allocated.

Also, the faculty hiring in the fall was a complete disaster. Allocating lines based on research dollars/faculty is a terrible metric for a diverse university and fails to recognize dozens of high performing programs. This was supposed to "on top" of the 2021/22 faculty allocation but no further allocations were made, meaning years of planning and articulation of need were eased in a sweeping move that rewarded a very narrow slice of the university productivity and ultimately hurt the university as a whole by delaying the recruitment and hiring of needed faculty across numerous units on campus. This top down decision making is not a good sign for our new president and reflects a failure to ask what we need and instead impose a narrow vision of what constitutes meritorious work and program development and leadership. We can only hope this short-sighted vision will end soon and the diversity of FSU will be recognized and rewarded for the impressive place that it is.

- \* I am deeply concerned about leadership in Coe (specifically the dean, assoc dean of faculty development, and the director of ste). Faculty morale is extremely low in our unit. We will soon lose faculty with large amounts of grant funding.
- \* FSU administration seems to have the opinion that more administration and micromanagement supports education and research. One may argue for the opposite to be true.
- \* I am discouraged by the larger burden that women and people of color shoulder in service duty.
- \* Need to hire reusable staff at reasonable pay
- \* The UFF is like a gym membership that once you sign up for you can never leave. The form to leave is hidden on your frankly terrible website. You make us jump through hoops to cancel membership. It's like a mafia.
- \* Yes IT here is awful. We need to stop bragging about how great we are when the simplest things don't work well.
- \* Faculty Salary is competitively low
- \* Salary and merit. Faculty are losing salary every day as inflation increases. We have not had raises in years. It disgusts me. Other state universities manage to give occasional raises. The priorities at FSU are out of alignment.

- \* FSU administrators has repeatedly stated in recent years there just isn't enough money to give raises to faculty. There has been an unprecedented number of administrators that have recently stepped down and many are now in regular FSU faculty positions. Somehow the FSU administration has been able to find the funds to allow these ex-administrators to keep their administrative salaries with often new cushy assignments while hiring new administrators to replace them at comparable salaries.
- \* Again, our HR department is responsible for many of the bad feelings on campus.
- \* The Social Sciences Dean appointed a non-tenured, specialized teaching faculty member as a department Chair. As Chair, that specialized faculty member is now supervising and evaluating tenure and promotion cases, and performing annual evaluations for tenured faculty. He is also directing department hiring. The department's faculty seem to have acquiesced and accepted the Dean's decision, but those are not appropriate roles for an untenured faculty member. This is a line that should never have been crossed. Other departments should resist similar arrangements.
- \* I'm just exhausted from dealing with the COVID environment, the never-ending legislative concerns regarding diverse perspectives, etc. etc. Ugh. The Sandels building nightmare has many of us across the street (in HMU) worried and scared.
- \* I HATE the change in schedule that gives longer breaks between classes. My students say they didn't need longer breaks to get to class. It has made scheduling really challenging in our department resulting in dramatically worse teaching schedules. My teaching schedule used to be ideal, but it is now really inefficient. Given our limited classroom availability faculty who teach three sections during a semester either begin teaching at 8 am or finish teaching after 6 pm. This is not ideal if you have children who need rides to school in the morning or activities in the evening.
- \* I was very disheartened by the request from Westcott in the middle of the fall semester that certain colleges submit proposals for "dream big" kind of scholars we could hire. The request was made with very little turnaround time, resulting in a lot of hurried work from faculty members that ultimately resulted in nothing for our unit. We are in desperate need of faculty hires just to have our students graduate on time, and already spent a lot of time on those proposals. To see those needs ignored for the sake of metrics-changing hires largely in STEM was very disheartening during an already difficult few years. Just disappointing as one of the first moves from McCullough.
- \* There is real fear amongst faculty members I know personal over the coming budget and why it will mean for resources across campus, including merit pay and market equity dollars.

- \* The regular and consistent departure of colleagues, both faculty and staff, due to substandard pay. Low starting pay for those with Masters degrees. The unbelievable turnover since the start of Covid. The 20 million given to FSU for Stadium renovations that does not help the larger surrounding community. The focus on the Stadium and not its surrounding offices that desperately need renovations. The lack of access to food for those who work in the Stadium Building. We are not able to eat in the University Center club unless we are members and many staff are unable to afford the monthly membership. We have to walk to the restaurants on Jefferson or Honors Way and often do not have adequate time to get there, eat, and walk back. Not to mention the students who crowd the eating locations. There is not even a Starbucks located in or near the Stadium.
- \* My main concern is the increasing emphasis on a "student centered university" with constantly decreasing support of faculty. Faculty are not supported when they have concerns, for example, about students who behave rudely, aggressively or belligerently towards a faculty member when the student has a grade complaint or similar issue. Faculty are treated like second class citizens in these situations and often have nowhere to turn. I have submitted multiple reports to FSU DSST about students who were clearly violating the FSU Code of Student Conduct. I was told in every case that the students were NOT violating the conduct code. What is happening is that students can now basically say or do whatever they want and be rude, demanding and hostile in nearly any situation.
- \* I don't think FSU has responded adequately to the demands put forth by Black and Latinx Faculty in the summer of 2020.
- \* Staff turnover in administrative units (I am thinking of SRA in particular) makes my job harder every year. Probably not something the union can really help with.
- \* I expect that salaries for graduate assistants vary considerably across campus, so it is not meaningful to make blanket statements about how reasonable or unreasonable salaries are. My discipline is influenced by what peer institutions are offering, so that we can make competitive offers to students we are trying to recruit. This affects the number of TA positions we can offer
- \* We have had quite a few in our area get cancer including myself (and I know another building has been shut down). I feel like I should talk to someone about this, but I'm not sure who to go to.
- \* Things in the College of Health and Human Sciences are ridiculously bad.

- \* I am very concerned that all buildings are not being checked for radon and other issues. In one building off campus, FSU facilities did little to address problems that we had regarding air quality and sickness in the building, and we felt that staff feedback was overlooked and even ridiculed. In one instance it appeared that mold was painted over. I am concerned that it has taken extreme issues to reveal a long standing problem that is likely systemic and not isolated to the Sandals building. Please ensure safety for all faculty.
- \* I'm concerned about intrusions into academic freedom both from the left and from the right. It's unacceptable, for instance, to say that faculty cannot discuss Critical Race Theory. However, it's also unacceptable to require faculty to make 50% of the required reading for their courses be by ethnic minorities. Faculty are entitled to academic freedom, period.
- \* It is absolutely unacceptable that we go year after year without even cost of living wage increases. FSU does not value its faculty, does not support them in terms of salaries or equitable work loads, and continues to place increasing demands on faculty. Now we have health issues not just related to COVID, but also related to the safety of the workspaces that we engage in.

We also do not adequately support our graduate assistants, which causes us to lose highly qualified candidates and increases the burden on faculty.

- \* Of the items in the survey, my top concerns are cost of living increases, PARKING, and the attitude toward not-tenure-track faculty - something I've dealt with for 30 years by working my ass off and earning every ounce of respect I get. So that issue only occasionally rears its ugly head, and I don't know what the union could do about it. I do feel that the university is built on a pyramid of incredibly hard working supportive staff and untenured faculty, and we are the lowest paid members of the community.
- \* New buildings should be a priority, and not just those with established health problems. Old buildings, like Bellamy, are demoralizing to work in. Not getting raises for multiple years in a row is also demoralizing. It seems the only way to get a raise anymore is to get an outside offer (apparently from ANY university or college will do), and this is also demoralizing.
- \* I am very unhappy at FSU at this point. I was disappointed in the failure of the union in accomplishing anything in the way of more stringent covid mitigation on campus.
- \* The loss of the testing center as a resource for administering exams to very large classes has resulted in an increase in cheating. Class sections that are too large to administer exams in the classroom need access to the testing center to protect academic integrity.

**Thank you for completing the basic FSU Faculty Poll for Spring 2022.**

Submit