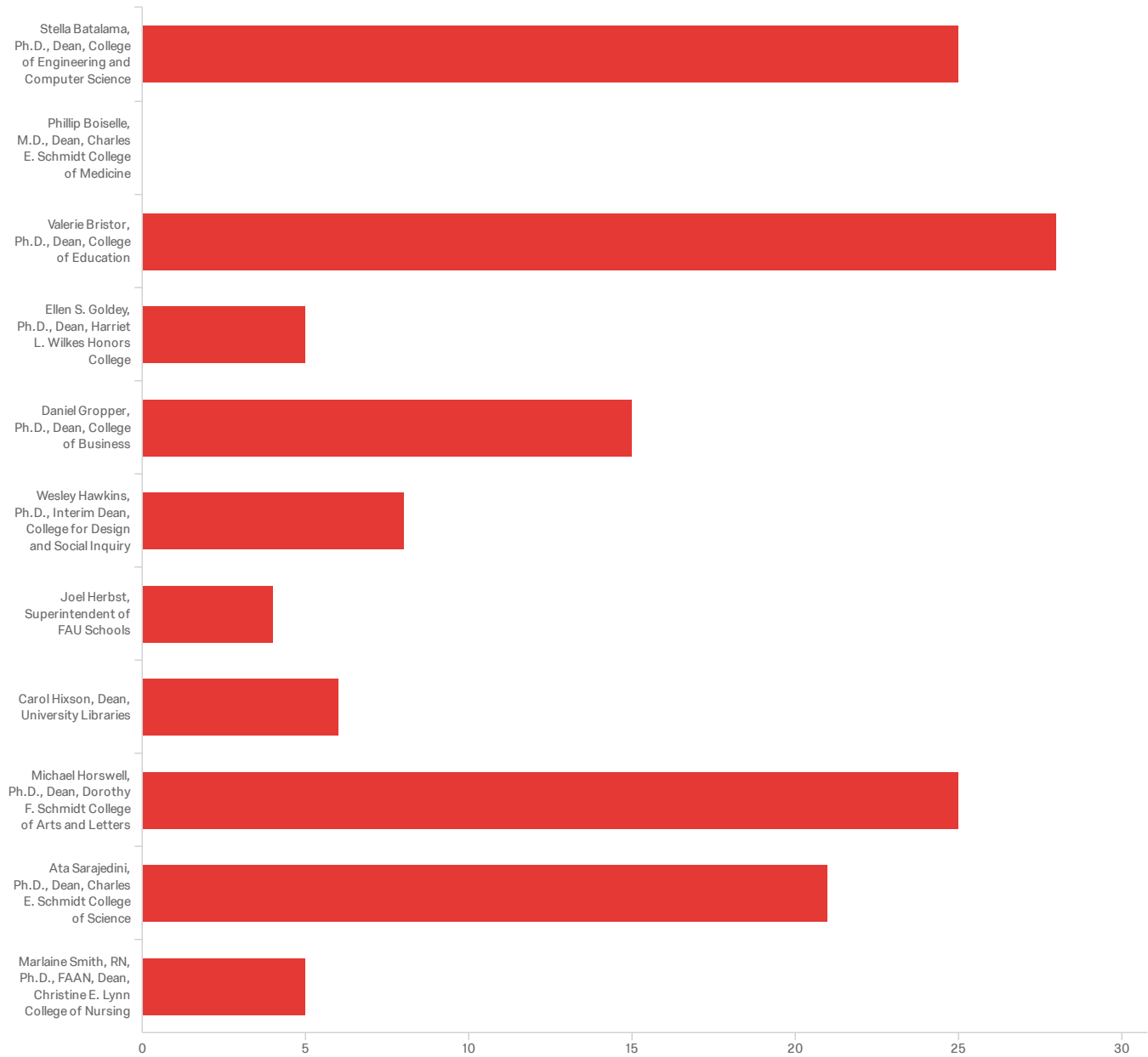


Default Report

UFF-FAU 2018-2019 Administrator Survey

April 16, 2019 10:53 AM EDT

New Custom Page



JK - Please rate President John Kelly in following leadership categories.

#	Field	Exceptional		Outstanding		Good		Needs Improvement		Unsatisfactory		Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	9.02%	12	11.28%	15	19.55%	26	31.58%	42	28.57%	38	133
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	8.20%	10	12.30%	15	18.85%	23	28.69%	35	31.97%	39	122
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	10.08%	13	10.85%	14	16.28%	21	25.58%	33	37.21%	48	129
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	8.33%	10	10.00%	12	16.67%	20	23.33%	28	41.67%	50	120
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	14.39%	19	18.18%	24	22.73%	30	16.67%	22	28.03%	37	132
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	12.40%	16	13.95%	18	17.83%	23	24.03%	31	31.78%	41	129

Showing rows 1 - 6 of 6

BD - Please rate Provost Bret Danilowicz in following leadership categories.

#	Field	Exceptional	Outstanding	Good	Needs Improvement	Unsatisfactory	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	16.36% 18	20.91% 23	16.36% 18	26.36% 29	20.00% 22	110
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	12.50% 13	21.15% 22	21.15% 22	25.00% 26	20.19% 21	104
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	20.95% 22	19.05% 20	16.19% 17	18.10% 19	25.71% 27	105
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	14.61% 13	14.61% 13	25.84% 23	21.35% 19	23.60% 21	89
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	14.14% 14	26.26% 26	20.20% 20	16.16% 16	23.23% 23	99
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	16.67% 17	22.55% 23	14.71% 15	26.47% 27	19.61% 20	102

Showing rows 1 - 6 of 6

MH - Please rate Associate Provost Michele Hawkins in following leadership categories.

#	Field	Exceptional	Outstanding	Good	Needs Improvement	Unsatisfactory	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	15.38% 14	10.99% 10	24.18% 22	20.88% 19	28.57% 26	91
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	16.28% 14	15.12% 13	20.93% 18	15.12% 13	32.56% 28	86
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	17.44% 15	13.95% 12	20.93% 18	16.28% 14	31.40% 27	86
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	16.44% 12	13.70% 10	21.92% 16	19.18% 14	28.77% 21	73
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	20.48% 17	15.66% 13	21.69% 18	16.87% 14	25.30% 21	83
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	22.09% 19	13.95% 12	16.28% 14	20.93% 18	26.74% 23	86

Showing rows 1 - 6 of 6

EP - Please rate Undergraduate Dean Ed Pratt, Ph.D., in following leadership categories.

#	Field	Exceptional	Outstanding	Good	Needs Improvement	Unsatisfactory	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	12.77% 12	22.34% 21	28.72% 27	19.15% 18	17.02% 16	94
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	18.07% 15	22.89% 19	26.51% 22	12.05% 10	20.48% 17	83
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	15.56% 14	28.89% 26	24.44% 22	13.33% 12	17.78% 16	90
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	11.76% 8	22.06% 15	29.41% 20	13.24% 9	23.53% 16	68
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	19.32% 17	26.14% 23	26.14% 23	10.23% 9	18.18% 16	88
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	19.10% 17	23.60% 21	23.60% 21	12.36% 11	21.35% 19	89

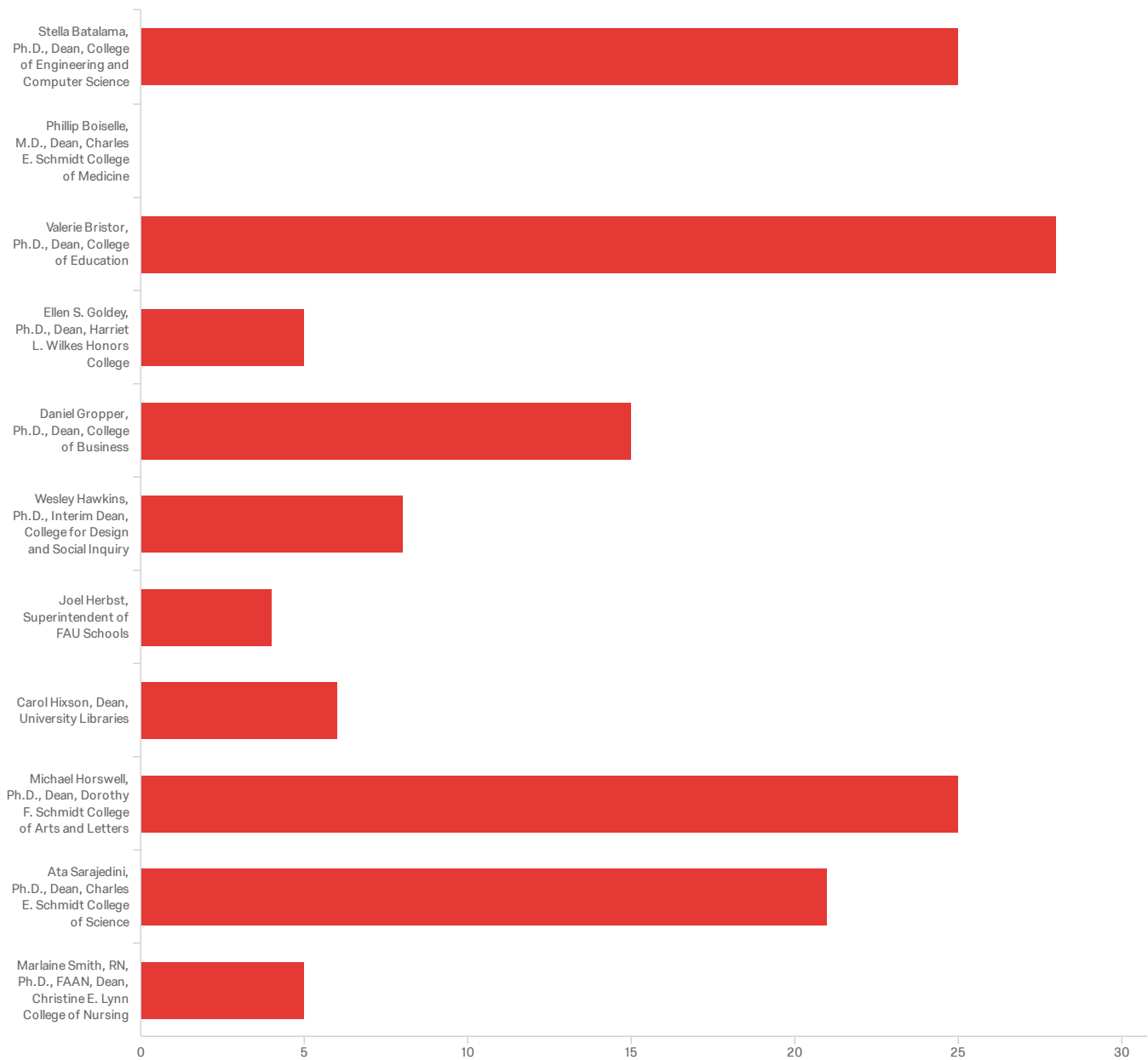
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KS - Please rate Graduate College Interim Dean Khaled Sobhan, Ph.D., in following leadership categories.

#	Field	Exceptional	Outstanding	Good	Needs Improvement	Unsatisfactory	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	9.09% 6	18.18% 12	28.79% 19	19.70% 13	24.24% 16	66
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	16.67% 10	16.67% 10	23.33% 14	16.67% 10	26.67% 16	60
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	14.75% 9	19.67% 12	27.87% 17	14.75% 9	22.95% 14	61
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	18.37% 9	10.20% 5	24.49% 12	18.37% 9	28.57% 14	49
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	17.54% 10	15.79% 9	21.05% 12	21.05% 12	24.56% 14	57
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	18.97% 11	12.07% 7	22.41% 13	20.69% 12	25.86% 15	58

Showing rows 1 - 6 of 6

Q1 - Please select your administrator below:



#	Field	Choice Count
1	Stella Batalama, Ph.D., Dean, College of Engineering and Computer Science	17.61% 25
2	Phillip Boiselle, M.D., Dean, Charles E. Schmidt College of Medicine	0.00% 0
3	Valerie Bristor, Ph.D., Dean, College of Education	19.72% 28
4	Ellen S. Goldey, Ph.D., Dean, Harriet L. Wilkes Honors College	3.52% 5
5	Daniel Gropper, Ph.D., Dean, College of Business	10.56% 15
6	Wesley Hawkins, Ph.D., Interim Dean, College for Design and Social Inquiry	5.63% 8

#	Field	Choice Count
7	Joel Herbst, Superintendent of FAU Schools	2.82% 4
8	Carol Hixson, Dean, University Libraries	4.23% 6
9	Michael Horswell, Ph.D., Dean, Dorothy F. Schmidt College of Arts and Letters	17.61% 25
10	Ata Sarajedini, Ph.D., Dean, Charles E. Schmidt College of Science	14.79% 21
11	Marlaine Smith, RN, Ph.D., FAAN, Dean, Christine E. Lynn College of Nursing	3.52% 5
		142

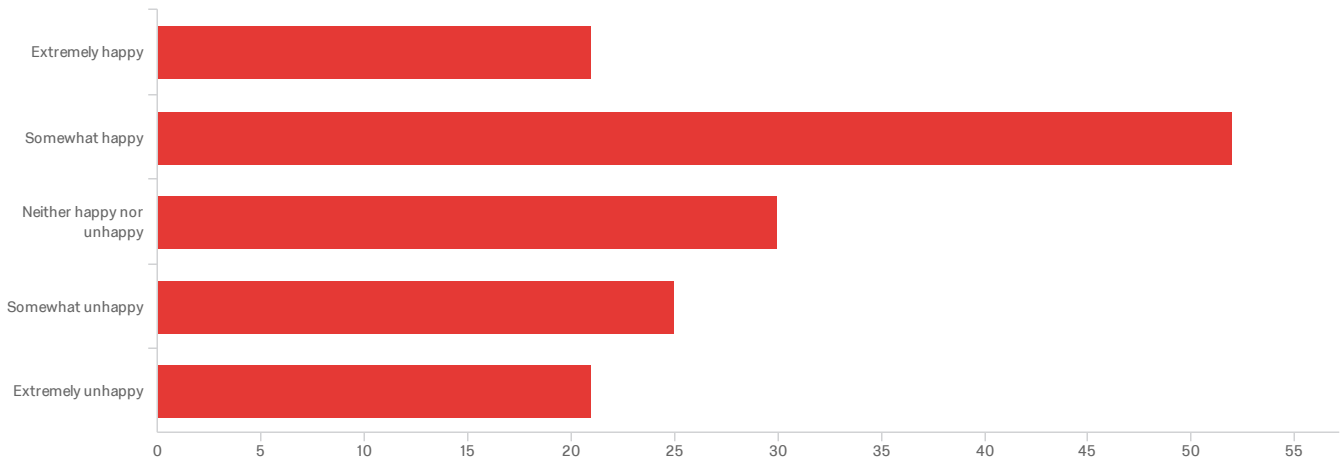
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Questions - Please rate your administrator in these areas...

#	Field	Exceptional		Outstanding		Good		Needs Improvement		Unsatisfactory		Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	24.49%	36	12.24%	18	19.73%	29	17.01%	25	26.53%	39	147
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	21.58%	30	19.42%	27	14.39%	20	14.39%	20	30.22%	42	139
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	27.21%	40	12.24%	18	14.97%	22	12.93%	19	32.65%	48	147
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	20.59%	28	16.91%	23	16.18%	22	16.91%	23	29.41%	40	136
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	28.57%	40	12.86%	18	24.29%	34	7.86%	11	26.43%	37	140
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	28.37%	40	11.35%	16	19.86%	28	14.89%	21	25.53%	36	141

Showing rows 1 - 6 of 6

U1 - How happy are you being an employee at FAU?



#	Field	Choice Count
1	Extremely happy	14.09% 21
2	Somewhat happy	34.90% 52
3	Neither happy nor unhappy	20.13% 30
4	Somewhat unhappy	16.78% 25
5	Extremely unhappy	14.09% 21
		149

Showing rows 1 - 6 of 6

U1a - Please provide any additional information regarding your previous response:

Please provide any additional information regarding your previous response:

What are the rewards for faculty excellence? \$300? \$400?

Priority of faculty needs are quite low.

Faculty are workers now. Our input in decisions is required as a formality only.

The leadership is out of touch with the rank and file. Faculty are teaching larger and larger classes with less and less motivated students. The quality of our incoming freshmen is atrocious and the touted SAT/ACT scores are a scam.

NO regards and respect for faculty. Faculty are not consulted before making decisions.

The climate is definitely more negative under this President and particularly under the new Provost. Bret has an agenda and he spends time giving the illusion that he is taking feedback from the faculty but at the end of the day, his agenda prevails.

FAU administration gives lip service to faculty governance...no transparency...

Please choose the right chairs

It is extremely frustrating trying to teach so many students who are unprepared for a university level education.

It's obvious that most faculty are lightly regarded by the FAU administration. However we truly appreciate the full academic freedom. Administrators come and go but we the faculty stay. President Kelly seem totally disconnected and shielded from the FAU faculty. There are no mechanisms for the faculty to communicate any constructive ideas to the President. His top down research vision, translated into "pillars" and "platforms" that receive lot of university resources, in almost full disregard of existing faculty expertise, is destined to crush. Dean Batalama has shown disregard to faculty governance procedures (consistently avoiding following the College By-Laws). Associate Deans are hired with no search, or with some ad-hoc appointed search committees, against established by-laws procedures. She awarded her husband with an Eminent Scholar position, with no search at all. She refuses to meet with the College Policy and Development Committee, saying that all communication between the committee and her must go through the College President of the Faculty. She is not the best communicator and therefore avoids facing the faculty in the rare College Faculty Meetings. In some she made some statements and left before any questions could be asked.

Mediocrity rules at FAU, they should only be flying their flag half way, poor leadership at the top from president, provost, and dean of COE They need to hire only full professors who are well published and scholarly Stop with all the sports Give free parking to employees Get 10%+ raises for faculty so more competitive nationally Reduce course loads to 2/2 for all colleges God bless Dr. Bristol as she retires.

I am not valued as a professor. Admin gets bigger and less and less opportunities for faculty. This university wants to be an R1 and does not help faculty to be competitive. Tech fee grants are a joke. Departments need money for things that are just falling apart, not to be told - write a tech fee grant. Everything has a band-aid on it. Everything.

Bias against female professors by male administrators. Everything else, OK.

morale is abysmal administration is extremely incompetent there is a climate of fear administration needs to be fiscally responsible

Thankful for many of the benefits and rights UFF fights for and provides us! Thanks for the good work!

Been treated like a valueless commodity for 20+ years. Speak to faculty at other universities, and they are not nearly as systematically bullied and oppressed.

Please provide any additional information regarding your previous response:

Administration seems to be making things more difficult rather than less. We do not know what our budgets are. Administration has frozen funds and hiring for a year. We have not had any increases in funding for travel, etc., for over 20 years. Our salaries are not competitive with other universities in the SUS, especially for faculty who have been here for a long time. The administration does not treat the union with respect. The benefits are getting progressively worse. I have asked for help with a health insurance issue and all I get from the university is a bunch of grandstanding.

FAU: no transparency, The president does not care about the faculty and staff, he does not talk to the faculty, same as the entire VP of research office. John Kelly, he wanted to push aggressively to improve FAU's academic standing, nothing yet. Funding research still almost the same as 5 years ago. VP of research is questionable. Associate VP of research not a clue. The provost needs to improve the collegiality, no college by-laws, faculty retention.

Salary compression and inversion remain a problem, given the modest raises that are available to existing faculty, coupled with increases in starting salary that are required to compete for new faculty.

Aside from salary and the inadequate infrastructures/resources, I have opportunities to do research, teaching and service to my field.

There is no leadership at FAU at any level. Metrics and personal agendas - "unbridled ambition" rule the day. Faculty are only a second thought, at best.

I love my work, but I'm very dissatisfied with the pay. I was hired 15 years ago and my salary is very low and everyone claims that they cannot do anything about it... and how CBA would get on the way and would not let anything to be done. There are lots of unhappy faculty in regards to salary at the Wilkes Honors College.

The top-down governance and priority on metrics over education are frustrating and detrimental, but I have support within my department and college that makes some difference. Some senior faculty tend to regard junior faculty as an opportunity for their own personal power trips, which harms faculty collegiality.

Highly paid new administrators have no respect for existing faculty

I am not excited to come to work. I do not feel the administration has connected with faculty and truly worked to make them feel good about their jobs. The low pay is a big part of this problem. Most of us are living paycheck to paycheck and struggle to pay our bills.

I really enjoy the most intimate aspects of my job - the part that is away from administration.

Happy enough but our salaries don't reflect the cost of living in South Florida, at all.

Just doing my job...

Michele Hawkins is amazing leader. Dean Batalama is great Dean and she can bring the College in a different level. Going forward, we will need to expand the college's offerings in career enhancement for those already in the workforce, with pedagogy combining new technology innovation with design and entrepreneurship. Amazing person, outstanding researcher, and a visionary academic leader. We are so lucky to have Dr. Batalama as our leader. Dr. K. Sobhan, an interim Dean of Graduate college, is the man that he can lead the graduate college

Underpaid, overworked... but love what I do

There are no rules and regulations at FAU. Dean of Engineering, Dean Batalama is running the college like a dictator, my way or highway, no consensus building, no leadership whatsoever, promoting people without any fairness, treated faculty very unfairly by giving raises to select faculty members, no respect for faculty or their achievements. No transparency.

Faculty are at the bottom of the food chain

I have a pension, a union, and good health insurance. This, of course, shows I have lowered the bar to the basic necessities of life. I do enjoy working with the students.

Please provide any additional information regarding your previous response:

This survey is too Boca centric, let us evaluate the other campus leaders, stop putting poor leaders on the other campuses, people who have never been professors or who do not have tenure nor full professors. Raise the standards at FAU only allow for leaders who have been tenured full professors please. Let faculty process their own travel on Workday so to prevent all the errors, we have too many errors done by secretaries who do not care and are careless with faculty travel monies In 30 years the travel money is about the same, raise the amount of travel money faculty get each year, it has been \$1000 for 30 years, get it up to \$3000 per year, the cost has risen exponentially, but FAU does not increase with the change. Give free parking for all employees Give faculty/professors vacation pay like admin and staff. Give better salary increases, FAU salaries in most colleges are about 50% below the national average. The College of Ed. leadership especially the assist and assoc deans are not qualified nor have the credentials as all have never been professors, gone through the ranks, none have tenure, nor have gone through the rigor of P&T professors have gone through. The remote campuses are run by non-academics who are not qualified to be leaders, none have been professors nor hold tenure or have published. Stop putting chairs in admin positions who are not full professors and/or are bad teachers with poor evaluations and do not publish. Only put stellar faculty in positions of power at FAU. Stop putting kiss up and brown nosers in positions of power, people who are not qualified or have tenure. FAU faculty are losing respect for admin who have never been professors or gone through all the rigorous ranks of professorship. Stop allowing non academic admin make rules and policy that impacts teaching and professors doing their jobs.

faculty do not perceive themselves as valued and are not treated as equals. administration (like Michelle Hawkins) seems to establish an us vs them mentality with respect to the faculty which is counterproductive.

I have no idea what is going on in the administration.

I like FAU and think it is a pretty decent place to work. That is based in part because I think Dan Gropper keeps a respectable balance between teaching, research and service and has been able to provide resources for professional development in research and teaching that make being a professional a rewarding career. There is a enough pressure to challenge one to continue to develop without so much that it becomes overwhelmingly stressful. I also think the executive team in the COB create a very positive atmosphere. I hope Dan sticks around for a long time, at least until I retire.

I do wish you had asked about how the other executive leadership team members impact our life as faculty. Facilities and student affairs are particularly problematic, have very poor communication, are often hostile towards faculty, and generally make it much more difficult to do our jobs and advance our academic mission.

Student cheating a problem that needs to be addressed by advising, CLASS, and Student Affairs immediately.

Poor salary. Low travel budget for conference presentations.

Please stop making faculty evaluations quotas we're all faculty cannot be exceptional in all three categories the administration is causing health problems Strokes illness for faculty by causing so much stress for faculty by making everything quote stop demoralizing faculty and devaluing faculty putting us into quantitative numbers instead of making us valued for all that we do many of us feel it is odd that administration is stating that faculty camp exceptional in all categories we feel it Piers to be a part of a larger pattern of devalue ating faculty and valuing numbers instead numbers which are often decontextualized or to meet quotas it seems that this race to be a research one unit University with heavy emphasis on quantitative data which can often be very demoralizing to faculty in this evaluation process In light of this new directive that all faculty can't be exceptional in all areas and must be rated lower I think now we are seeing a bigger picture from administration in their incompetence toward teaching and faculty at this University stop keeping chairs Dean's provost and all other administrators in place for 10 years or more stop putting all these non-academic administrators in place who know nothing about being faculty members who have never held a rank of professorship in who have never been 10 years where are the evaluations for the campus leaders at the remote campus is? why do you keep putting all of these non-academic administrators at the remote campuses who have never been professors before? why does Dean brister only use non-academic associate and assistant deans for her administration? Who have never been professors tenured and completed all ranks of professorship? Why do allow people like Patty Kirsch and Eliah Watlington and all of these people who are non-academics to be in these positions of administration who are there to support faculty but yet make policy that work against faculty and good instruction?

Get better chairs! Remove Dr. Ridener as Chair who promotes mediocrity and unfairness, in too long Stop ranking faulty during evaluations Get qualified leaders/admin who have been tenured full professors

No future, it is better to depart FAU, I am wondering about assistant dean salary, Can he justify? I heard that his mother in law is working in VP of research office. Low tenure standards, Everyone is getting tenure. No labs, no technicians, who is Mr. isence with the high salary. What the isense team leaders have accomplished so they are earning 25 k more that the other faculty??? And more and more

Overall poor communication, lack of respect for faculty & students (outside of football & medicine). Remarkable ignorance of consequences of some actions (e.g., football's impact on CTE & support for politically controversial issues such as Israeli occupation). Also utter lack of concern for wellbeing of the majority of our students (i.e. part-time, not first time in college).

Please provide any additional information regarding your previous response:

Same story different Dean. No future for the College. Her salary is too high for this College with 3 departments. At least her salary is higher than the Pillar's directors. The Dean needs to improve tenure and promotion standards. No energy no ideas from the Chairs Except the OME chair. No one cares everything is on no vision. Faculty teaching courses outside for their area. No money. A few faculty milking the cow. I can see improvements but the VP of research has to do a lot that the college can not go forward. The new centers that Dean established is going to be established are not going to have any success. Same story as the engineering pillar. It is really difficult to find most of the faculty in campus. It is getting better. I am wondering why FAU pays a salary for the Assistant Dean of the College. Lets concentrate for the next ABET visit

Administration makes or attempts to make faculty do a lot of useless time-consuming tasks that significantly distract faculty members from their primary responsibilities (Teaching and research). The usual excuse is - oh, it is all coming from Tallahassee. Not a very good excuse to start with. Even the simplest things that took a faculty member to put one signature on one piece of paper, now take 10 times longer with all the logins and button clicks on the computer. Oh, but of course, we have to be technologically advanced... Nobody even think that this technology advancement eats up MORE of our time, not saving time for us.

I am happy in my department and college. I do not feel supported by the university.

I love the student diversity and opportunities at FAU. I absolutely hate the excessive bureaucratic paperwork.

Failure of Due Process and lack of fairness during promotion consideration.

racism, jealousy

It seems as though Faculty are not always deemed an important factor in student success. I find the manner in which students are milled through to adhere to the metrics to undermine the purpose of higher education and explorative thinking.

In the land of "unbridled ambition" (what an unfortunate, pretentious, and vague motto!), the overall feeling (in the College of Eng and CS) is that this is a rather uninspiring workplace.

My students are dedicated to the field. Teaching in this field impacts their lives and creates better futures.

I will not propagate the ranking of administrators by completing this evaluation since I do not believe that we as faculty should be brutally evaluated in a similar manner. My life's work is in response to the myriad needs of my students first, university second, and local and global communities overall. My priorities do not include checking off indicators of excellence and achieving arbitrary ranks and levels set by organizations. I am very disappointed and further evinced of the lack of gratification that comes when teaching at an organization that does not appreciate and recognize these efforts in my annual evaluations. The message sent by the current annual evaluation is that not all FAU professors achieve at a level of excellence. We should be nurturing professors, recognizing, and appreciating all the diverse and exceptional contributions of the exceptional people who work here, especially if they contribute to the needs of our students and ultimately the PreK-12 students who we serve. As a researcher who has devoted her life to teaching, service, and research at Florida Atlantic University, I feel as though the current climate and brutality of high-risk assessments and evaluations is limited and privileges certain professors over their peers. Evaluations that do not recognize the efforts of faculty because their expertise does not align with the current fashionable areas of study or profitable modes of teaching, or that contrast with best practices in their chosen field of study, are detrimental to the self-efficacy, self-esteem, and performance of all university professors here at FAU. I appreciate and admire professors whose teaching, service, and scholarly efforts align with the hierarchical organization of annual evaluations and thus deserve the status of excellence. However, professors spend hours to become experts at responding to discriminatory indicators and ever-changing rankings in order to "look good on paper" rather than spending valuable time finding solutions to problems in society and acting on that knowledge. Of utmost importance, assessments and evaluations need to go beyond quantitative indicators and recognize the quality of a professor's voice reflected in their teaching, service, and scholarly achievements. An annual evaluation that does not recognize a professor's excellence in his or her work and worth, or even worse an evaluation that convinces a professor that they are not worthy, is disheartening. Above all, it is symbolically important to send a message that all FAU professors are excellent professors guaranteed the resources, support, and above all the precious time to achieve excellence. As a professor, I believe FAU should be that university and if I were a parent, I would want my child to attend such a university.

The theatre and dance program suffers from lack of staffing and poor facilities. I enjoy working with my dean and chair, as well as my colleagues but I would be much happier if we could recruit and retain the type of students that would lead to excellence. Currently we are losing some those excellent students simply due to the poor facilities and lack of tenure-track professors. We have way too many adjuncts.

Full Prof many years here & see new faculty receiving much more \$\$\$\$ at hire

Very limited communication from Kelly and Provost. They need to communicate on a more regular basis to the university community and the larger south Florida community. Can count on one hand the number of emails received from either of them.

The Provost and President should both be ashamed of themselves for not making an annual evaluation coming from the FAU Admin. that all faculty are allowed to evaluate the President, Provost, Campus Admin, Dean of Grad School and Dean of Undergrad. and Provost for eLearning, all admin in the admin building and university. You should not rely only on the UFF Survey each year to evaluate the President and Provost and all their staff/admin. Shame on you all! It makes you all look bad and look like hypocrites. Fix it please! Little support for faculty at FAU, there are too many "non-academic" admin now who have never been professors, or gone through P&T or been assist, associ. of full professors, yet make all the rules and initiatives for the faculty. The university is declining due to all the admin who are non-academics, there are NO models of leaders here who have published at the level faculty have, very sad for FAU and its fine faculty and students. Why do you support and have chairs and leaders who are racist and hypocritical, touting diversity, yet they hate any one who is white, God forbid you are white here, or a white male, or a white gay male. There is a double standard and too much reverse racism among many so called diverse supporting people here. It is mean spirited and not nice how some admin treat faculty here. When a university puts "non-academics" in charge of faculty who are the true academics it creates animosity and resentment. These people are imposing new rules or initiatives on others, yet they have never been a professor themselves. They have never walked in our shoes as academics. There seems to be many articles published on this and some cite it is done to save money. Little support, too many "non-academic" admin now who have never been professors, or gone through P&T or been assist, associ. or full professors, yet make all the rules and initiatives for the faculty. The university is declining due to all the admin who are non-academics, there are NO models of leaders here who have published at the level faculty have, very sad for FAU and its fine faculty and students. Today in many institutions of higher education, we are seeing a serious dumbing down of the level and standards for teaching and academia. In the past, most administrative or leadership positions throughout the institution were highly regarded and held by true academics. Today however, there seems to be a bypass of the protocol for such leadership. Normally, an academic follows stringent peer-reviewed protocol starting by being an assistant professor, and while working on their teaching and scholarly research rise through the ranks to associate, and then full professorship with distinct honors in teaching, research, and service to their field. Using such a protocol that has been based on profound understanding of the institution and respect for a high level of scholarship and teaching provides a foundation for a higher level of standards for an institution. Faculty cannot respect the leadership at FAU because faculty work hard and publish and teach and are true scholars, yet we have all these lame non-academic admin. making policy and making it hard to be effective teachers for our students. Please stop allowing non-academics to hold admin. positions at FAU, it only dumbs down the institution. Get rid of the egos, get rid of all the non-academics, get rid of the kiss ups and people who were never full professors. FAU should only be using full professors to fill every admin. position in the university at ALL levels and colleges. At institutions of higher education we are seeing an influx of non-academics bypassing the system and moving into positions of leadership in higher education who lack the scholarship or teaching background to understand true academia and the institution as a whole. University Presidents, Provosts, and Deans do a disservice to the institution and their faculty and students when they appoint non-academics to positions of power and administration over faculty at any institution. It is critical that people running institutions have gone through the ranks of power not only to understand the power, but to have experienced at every level the needs and issues facing faculty at every level of an institution. When the leadership appoints non-academics to any level of an institution that can impact their teaching, research, or service it will only dumb down the institution of higher education. People who have never been university professors and never have gone through the ranks of assistant, associate, and full professor and have not gone through the peer review process of publishing and tenure have no knowledge of the true professorship or academic. Putting people who have not gone through the protocol of professorship in positions of power that impact instruction and excellent teaching and research is hurtful to the institution as a whole. Normally in K-12 education a principal or superintendent would never be able to become an administrator if they haven't first been a teacher in a field. Knowing the profession well and developing good practice and quality instruction often are prerequisites for becoming a good school leader. As a Professor at FAU I would like to request that the President and Provost stop allowing and appointing "non-academics" to leadership positions within our institution which hurts our students, teaching, research, and service. It hurts the morale of the professors here. It dumbs down the institution. Please stop the mediocrity. Put academics and scholarship first at FAU! The Jupiter Campus provost is not present and is not an academic and does not support and promote effective teaching and scholarship since she has never done it herself before. They need to put a true academic admin leader here who has been a full professor before and can truly lead this campus and their colleges. All her cronies, the other non-academic admin under her none have been professors either and make policy that impact and hurt effective teaching. This campus could be so much more under the leadership of a true scholar. The Jupiter Campus has all non-academics running the campus, not one of the admin. has been tenured, a professor, or gone through the ranks or professorship. They make policy that impacts good teaching and harm faculty and students and true learning from taking place. FAU's Jupiter Campus also is run by non-academics, the two leaders in charge of Jupiter, the Associate Provost and the Executive Director of Academic Operations, neither of them have been professors, nor gone through Promotion and Tenure and gone through the official ranks of assistant, associate, and/or full professor. They are not people who have taught, researched, and have become true scholars in their respective fields, yet make decisions on how we teach here at FAU. People who are non-academics have no right being administrators making decisions that impact the teaching that faculty do for students at an institution. They are not scholars and have not gone through the ranks of professorship. These types of administrators since never being a professor or going through the rigorous ranks of professorship/peer review/P&T have no idea what it means to be an effective instructor or professor. They decide on things without asking faculty or having meetings or input, doing away with us putting material on the walls in classrooms, or switching our classrooms to other spaces making us lug all our materials across the campus or building. Creating mean inconveniences for faculty and almost as if playing mind games with us. Saying all need to be taken down to paint, and then they never paint. Or move to another classroom because the painters may come, but they never come. The mind games and power trips by the "non-academics" really has become quite disturbing to experience here in Jupiter. It is almost as if they want to create a reaction, or force you to quit, or fight with them, as if to get a rise out of faculty or inspire us to get done. Is it because we are the highest paid and this is why they do all of this to us? How would admin, faculty, staff, or any employee feel about going into their child's 2nd grade classroom and meeting the teacher to find nothing on the walls in the classroom and completely blank white pure sterile walls? The College of Education was allowed to model a literate environment for their future teachers and now they are being told by non-academic admin not to hang anything up on the walls or teach with teaching aids or posters or materials. Professors are discouraged by the non-academic admin in Jupiter to not hang up anything or to model good teaching to future teachers. Is this the way FAU wants to train future teachers? Why does FAU put non-academic admin. in place to make poor policy that impacts good teaching? Why does FAU have admin in Jupiter, none of whom have been professors, have tenure, or held any rank of professorship and know about teaching, research, and service, like the professors? Three of the four assist or assoc deans in FAU's College of Education are non-academics (actually all since the one retired), "non-academic" administrators are often defined as people who have not gone through Promotion and Tenure and gone through the official ranks of assistant, associate, and full professor; Nor are people who have taught, researched, and have become true scholars in their respective fields. The Dean of the COE has done a complete disservice to the college and institution as a whole, dumbing down our standards and the respect for being a true scholar at a university. The College of Education has too many non-academic administrators who have never been tenured, or full professors, they lack the scholarly aspects of a professor to lead a university or unit. The leaders should be models for faculty and students. The College of Education has too many chairs that are not qualified to serve as chairs. Some have poor teaching records and are not full professors or models of scholarship for faculty or students. Some are racists, elitists, discriminate, and are big hypocrites talking the talk about diversity, yet hate whites, gays, or anyone who is successful and publishes and is cited more than them. There is a lot of hypocrisy among many chairs and leaders at FAU. The COE

Please provide any additional information regarding your previous response:

Dean has ALL of her assist and associ deans that have never been tenured or professors before, none of them are scholarly or have tenure, nor have been any rank of professorship, yet are assist deans. How can the faculty who are scholars respect these people pushing their lame policy on full professors who are publish so much and have been so well accomplished? Faculty cannot respect the leadership at FAU because faculty work hard and publish and teach and are true scholars, yet we have all these lame non-academic admin. making policy and making it hard to be effective teachers for our students. Please stop allowing non-academics to hold admin. positions at FAU, it only dumbs down the institution. The COE Dean does not stand up to admin and non-academics in boasting effective teaching practices. She has shown no backbone for her professors in using effective teaching practices in their classrooms. Mediocrity is the norm today in the COE and its leadership. They do not care about preparing teachers or effective teaching, they only care about making the huge salaries and promoting non-academic kiss ups that dumb down the college and institution. The COE building in Boca is very dumpy and uncared for. The stairwell is so dirty and nasty. This is a public building, why aren't the admin. taking better care of this property? The entrance on the business school side of the COE building has all this tape and mess all around the door. It looks horrible. This building is not being well maintained at all and looks horrible. Who is responsible for this? The Dean is a nice person and cares and is spiritual and has faith. She just lacks vision to run a college of education, allows for too much mediocrity using non-academics and kiss ups. She has no backbone, allows poor treatment to others. Does not seem to really care about effective teaching practices or good teaching allowing her chairs to teach overloads teaching poorly with very low SPOTS, and she is a chair. There is just too much mediocrity here under this leadership. She sends a non-academic admin to Jupiter to supervise faculty and staff, yet this person does not have tenure, has never gone through the ranks of professor, and is a major kiss up, yet she is in charge and supervises, yet harms good teaching is a detriment to our students and their learning. The Dean could do so much more with a vision. The COE could have more online, overseas programs in the Caribbean and Latin America, it could partner more with many more schools, offer more master degree to current teachers using grants, it should simplify into only four departments, there is too much waste, we could partner with schools at all levels to promote our programs at all levels-undergrad and grad. The possibilities are endless, but our current Dean and her assist/assoc. have never been professors and mediocrity has been the norm for the past ten years, there is so much more we could do. The Dean has allowed our programs and enrollments to dwindle and has done nothing to promote. WE have so much waste in student service, where they could be doing so much more in the schools to promote both teachers for our undergrad. programs and master's and doctorates for our grad programs. The waste, the kiss ups, the mediocrity rules here. Why some chairs make so much more than faculty, even some who are making close to \$180K as a chair who is not even a full professor? Dean Bristor is very nice and a person of faith, kind caring, and warm. We all wish her well in her retirement and new journey in life. God bless her!

College low tenure standards; no vision; college bylaws are questionable, faculty development is minimum, chairs needs to be replaced. let's hope for something better with the new dean.

Salaries are out of control. New hires, with less experience, fewer credentials, are making \$10-\$15K more than those that were hired 3-6 years ago. Salary compression is a problem. Associate professors are making less, or close to the same as some of the new faculty hired.

Major issues the way college of engineering is run by the dean of college of engineering. There is need for clear and transparent administration. Dean has made sure that no faculty will participate in any process. Unfortunately, dean lacks leadership or charisma to take the college to the next level. Only select few faculty members are getting benefits - those are in the inner circle. Special status has been given to her husband with new lab built from the resources of faculty and pillars. The investment on I-Sense pillar is disastrous. The associate deans in the college of engineering are useless. Dean of college of Engineering should step down and give way to better leaders.

I am happy as long as administrative decisions do not interfere with my ability to do my job.

stop using norm-referenced evaluations on faculty stop ranking in comparing faculty during evaluations please only use criterion-referenced evaluations comparing to the criteria please change all of the chairs in the college of education stop keeping chairs and place for 10 or 15 20 years also put votes of confidence on evaluations every year for all chairs Stop letting chairs who get bad evaluations and who don't publish at all to stay in those positions if they're not even producing themselves yet their ranking and comparing and using Norm referencing against their faculty members and they can't even do what they expect their faculty members to do Get rid of all these mediocre non-academic administrators have higher standards for the leadership at FAU stop making faculty have to put up with poor leadership and poor administrators we deserve better than all these weak leaders that we have Respect faculty and students more

There are a lot of great things at FAU, but faculty are not valued (as is evident by salaries) by the admin. Faculty salaries over the past decade have not even kept up with COI, but admin salaries seem to be doing just fine.

Faculty are treated poorly without the opportunity to improve salary increases.

main mission of FAU administrators seem to be to collect paychecks. We don't see them and there is no leadership.

Lack of investing resources for improving the facilities for research; continue to encourage and promote class distinction among the faculty

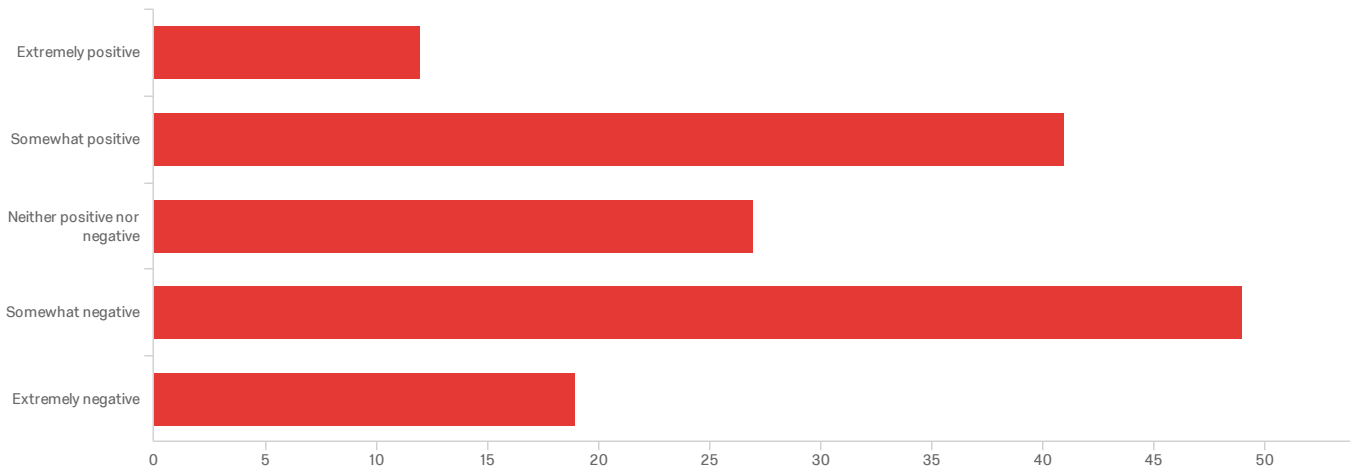
FAU has been sexist as long as I've been here.

Please provide any additional information regarding your previous response:

Joel cares about the teachers and the school and has done an exceptional job at adding technology to our curriculum and supporting the teachers in learning how to use the technology.

I have some great colleagues but the upper leadership does not inspire trust or confidence

U2 - How would you describe the climate at FAU?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you describe the climate at FAU?	62.00	66.00	64.15	1.19	1.42	148

#	Field	Choice Count
1	Extremely positive	8.11% 12
2	Somewhat positive	27.70% 41
3	Neither positive nor negative	18.24% 27
4	Somewhat negative	33.11% 49
5	Extremely negative	12.84% 19
		148

Showing rows 1 - 6 of 6

U3 - What suggestions do you have for FAU administration?

What suggestions do you have for FAU administration?

Top heavy top down decisions in an input free environment relentlessly pursuing goals we cannot possibly achieve at the expenses of investment in areas where excellence is demonstrated.

Please consider faculty needs: access to FAU kindergarten school services, parking, clean drinking water, garbage cans, etc. As an example, the entire floor of my building has only 1 small garbage can that must be communally shared among 25 faculty. It is a small example to show that no one is looking out for the needs of faculty. Drinking fountains have intermittently supplied rust-colored drinking water. There are many other things should anyone care to inquire

The metrics are meant to be indicators of quality. Some of the changes move the needle in the right direction short term but undermine quality. If employers sour on our graduates, this will damage FAU in the long run. Also, changes are adopted without thought as to the implementation and the effects on some constituents (e.g., Banner course schedule, fast track). We have all of this technology and observers in Canvas yet we need to file multiple and duplicate grade reports (for entire classes, student athletes, and graduating seniors). Please chose smart people with integrity to help with planning and implementation. Include faculty who teach more than one course on these committees. Utilize the technologies in ways that benefit the faculty too.

to be grounded

Treat faculty better and not expendable items. Improve faculty life and salaries. Not fat pay checks to administrators. Dean Stella Batalama is NOT a leader. She has not leadership skills. Fired or lost her entire office staff in less than six months. Dean Batalama never cared about her faculty and insulted many of them by selecting giving raises to only to few. She has no vision, no planning, no credibility and no respect for staff or faculty. Nepotism is seen very clearly at all levels in the college of engineering.

Take a hard look at the quality of students and instructors. Don't fall for slogans: "Unbridled ambition", yeah right...! Give deans budget authority.

Resign. Let bring a new better team

Thank you for the raise. FAU Pillars does not work and create issues. FAU faculty are always pursuing exciting new research projects! As an interdisciplinary and collaborative group of faculty, we pride ourselves on engaging in research projects related to the scholarship of teaching and learning, online teaching and learning, educational technologies, organizational change and leadership, STEM education, and teaching and learning in the humanities. Many of these research projects are externally funded and all provide opportunities for student to engage in ongoing research. Please award winning and research productive faculty.

Stop paying administrators so much. Instead, invest in faculty and students.

The CDSI needs stability in leadership. School directors are also constantly leaving/retiring. Assistant professors are not supported because there is no long-term planning at the school or college level, and no account of individual professors' goals, strengths, or concerns. Compression is never addressed, and consequently tenured professors are disgruntled and have disinvested. Faculty governance is currently non-existent. I anticipate that rearranging the makeup of the CDSI will exacerbate these problems in the short-term, though it may help the university's goals in the long-term. Unfortunately, junior faculty do not have the luxury of time to advance their academic goals, and I expect that you will face high turnover in the coming year or two.

Restrict entry to the university to students who are adequately prepared to benefit from a university level education. Think of the university as an education and research institution rather than as a profit center!

Please connect with faculty members.

What suggestions do you have for FAU administration?

President Kelly should be credited for banning any Israel BDS campus organizations, making FAU one of the few universities in the nation to do so. President Kelly should be credited for reviving the activities of the Florida-Israel Institute, after ten long years of hibernation. He just forgot to provide even minimal funding for the institute in order to make it truly functional. It can be easily fixed if he only sets his mind to continue doing the right things. President Kelly should alert his administration to try a little harder to serve the needs of all faculty and students. Two quick examples: a) A non-disclosure agreement for an industry software loan has been lying on the FAU's attorney's desk for two semesters for no reason, delaying the research, b) Many of the rest rooms in the Engineering East Building, one of FAU's showcase structures ("platinum green building") stand neglected, dirty and in disrepair. Who is liable for such poor maintenance? Where does the buck stop?

Replace BOD, president, provost all deans and any associ or assist deans or provosts if they have not have tenure or are not full professors Get better raises for faculty Better and more summer pay Make faculty 10-12 month employees Give all faculty vacation pay like admin get-not fair faculty only get off when on breaks from not teaching Reconfigure COE to only four departments and less chairs Only allows chairs, provosts, assist assoc deans if they are full professors and scholars Do more with online teaching Do more international programs over seas Meet more with full professors who are high publishers to bring up the level and standards of this university Less emphasis on sports Less pay for sports admin. Less pay for admin and more for faculty Too many chiefs and not enough indians Stop the discrimination toward conservatives and professor Do not let people who have not had tenure to make decisions about teaching and research who have never been a tenured full professor before. Allow more prayer in the university Get more reputable admin who have been tenured full professors at the remote campuses and in any position of power or admin that exists at FAU Increase the travel pay for presenting to \$2500 per faculty member so to present and travel to conferences better, it has been the same \$1000 for 25 years, horrible Stop allowing kiss ups to move up to admin when they have never been a tenured full professor before. Stop the promoting of unqualified people in admin. positions. Stop allowing all the kiss ups and brown nosers to move up the ranks who have never been a tenured full professor before. Show that you care

Most of the faculty that I am around are so negative and beat down. The moral is very low and everything feels fraudulent. The students are AWESOME.

Negative with most administrators. Need more focus with faculty and students. IMO.

stop wasting money on football and take care of faculty and academics first replace the provost with someone competent

I think with the financial turmoil that seems to be occurring (e.g., from provost) it leaves faculty feeling disheartened and confused. In particular with budget cuts, for most faculty to decide or think about what should be cut, and to be blamed for the budget (e.g, college of education), it is above my pay grade. I do not know how money is spent and feel that the provost blames faculty for the current state of affairs. When it comes down to it, faculty do not have a say about college wide budget decisions. In particular, with the college of Ed., our meeting with the provost was not a good experience. It felt very accusatory and a hostile environment was created. More effort needs to be placed to open the lines of communication. And last, I think FAU administration needs to pay more attention to safety issues as well as the building issues that many colleges face. The college of ed building is embarassing--full of mold, etc. More security measures should be put into place including better locks, closed components of campus (e.g., so that not just anyone can visit any office without being stopped by someone). I do not feel safe at work.

Realize that education comes from faculty, administrators are parasites.

The budget squeeze has a negative impact. Also, there seem to be a few favored units within the university and the rest cannot expect any new funding or support. There are huge inequities in salaries.

University pillars (focus areas) are not working. Do not create new FAU centers(see College of engineering and Science). Please justify Pillars directors high salary. Post administrators and Pillars directors CV on line. Motivate existing faculty. lets hope for a departure.

The only way for the climate to improve is to sweep clean every administrator and begin again. After almost 2 decades of working at FAU, I am of the mind that administrators don't much like faculty and faculty share a similar sentiment. Having taught at other universities, I simply don't understand administrative hostility toward faculty.

FAU could do more to make its employees feel like they are valued members of the university community. Little things like offering employees tickets to academic lectures, musical performances, or sporting events could do a lot to improve morale. It is especially galling to receive emails asking employees to pay full price to events (e.g., the President's gala), given the modest salaries paid to most faculty and staff.

Visit departments! Build relations not just for instrumental purposes. Widen your CIRCLES. Hold informal coffees at each college periodically. Don't leave events after you've shown your FACES or uttered a few words. In short, basic leadership and trust building actions.

What suggestions do you have for FAU administration?

Get back to the basics of what made American higher learning the best in the world. Stop pandering to corrupt politicians and this pipe dream called football.

Please get your employees' salaries closer to the mean or median in corresponding disciplines. Especially at the Wilkes Honors College. We have too many underpaid hard working faculty here.

quit having so many hidden agendas and be transparent instead...faculty know when there are hidden agendas...get rid of nepotism as well

Focus on education over metrics, and instead of the confusing pillars and platforms, return to what is most important about higher education: preparing our students to be well-rounded, informed, critical thinkers, with field-specific skills.

Start by listening to the concerns of faculty and paying us what we are worth. We know budget issues are mounting. There is no trust and a lack of transparency with the budget. FAU will not be the kind of Research 1 that Kelly and the BOT desire because you have faculty and staff who are emotionally and mentally disconnected from FAU.

Upper administration needs to share detailed information about budget processes and allocations across all divisions

Be more ambitious. FAU can be so much better, but FIU and UCF (our nearest competitors) are making bolder moves and leaving us behind, particularly in the pursuit of research and graduate programs.

Faculty have little voice in the administration of my College. Provost Danilowicz, to his credit, appears to be aware of the problem and has stated that the culture of silence is to end, and has proposed an administrative reorganization of the College, to be led by the faculty, rather than administrators. While the process is in its early stages, the provost appears sincere in his desire for faculty governance, which I find to be an enjoyable surprise.

Listen to your faculty and pay them an equitable salary.

salaries that reflect the cost of living in South Florida.

Too much influence from the Vice Presidents and others outside academic affairs on academic matters. The vice presidents should all support the academic mission and faculty. Why was the Library Dean not included in this survey? She is much more concerned with furniture and paint than providing research and scholarly journals and publications the faculty and students need and want. Besides, why did FAU hire a dean without a PhD? The Vice President for Student Affairs should have been included in this survey. His role has expanded into academic administration and he is WAY out of control with his pushy and aggressive ways. The new provost should receive support from faculty and the university as a whole. He is new and has good ideas. But, he kept the same intimidating women in his office and that is very puzzling as to why he trusts them. Fear and intimidation here at FAU is widespread so faculty just do their jobs and go home when possible. FAU needs better planning and less knee jerk reactions to things.

Fire COB Associate Dean Ken Johnson.

Go Owls!!!

FAU should not be run as a corporation

To recognize the quality of teaching as vigorously as they applaud research.

There are no rules and regulations at FAU. Dean of Engineering, Dean Batalama is running the college like a dictator, my way or highway, no consensus building, no leadership whatsoever, promoting people without any fairness, treated faculty very unfairly by giving raises to select faculty members, no respect for faculty or their achievements. No transparency.

Resign

The administrators do not communicate with the faculty or staff. This makes for a rudderless ship since people are left in the dark about the smallest to the largest details.

What suggestions do you have for FAU administration?

There is too much waste with so many staff and secretaries that we do not need. Jupiter and Boca, Davie too have way too many advisors, secretaries, and admissions people that are a waste of time and redundancy, FAU can save so much money doing away with all the waste. You do not need 2-3 secretaries for sitting and wasting time, professors do all their own work now, get rid of all the waste, half of the secretaries and staff who do so little. Too much waste. The president is NOT VISIBLE at FAU, he is the only president in FAU history that has layed low and does nothing, he tries to be visible or do much. Huge waste at FAU, give professors raises, get rid of all the waste in staff and too many chiefs and not enough indians. Help all staff and faculty who have TDS and drive people crazy at work. People who are conservative have a right to peace and their opinion too. The new provost has his own agenda, he needs to listen to faculty better and only allow for admin on the academic side that have been full professors to be in any admin position. Get new deans, chairs, provost, and president. FAU needs positive change and to stop the waste. Raise the standards of education and lower sports emphasis consolidate all departments in all colleges and have area head chairs with less chairs, but ones who are full professors who are qualified and are true scholars and good models, not the poor models of chairs and assoc deans they have now. Do more international teaching/programs abroad and more online programs that expand to the USA and world All faculty to process their own travel on workday to minimize errors from secretaries who do not care and make a lot of errors hurting faculty Open up ST Lucie WEst Campus Open and expand to Vero Beach and Belle Glade

listen to the concerns of the faculty and do not merely pay lip service.

A rumor is going around that athletics is operating at a multi million dollar deficit. That is concerning as the only alternative is to take that money away from something that supports faculty or students. Let's think about how economics works. If there is not an appetite for athletics enough that it can approach being self supporting, we should consider scaling way back on it or getting rid of it all together. Everyone says they want it until it comes time to pay for it or spend their time attending a game. Companies cut back all the time on things if there is not a demand for them. Universities should do the same. Now, having said this, I am operating on a rumor that could very well be false. All the university has to do is be a bit more transparent with the data and faculty and staff won't have to speculate about what is going on. With reliable information, we can have a good faith discussion about what is best for our community. The budget situation with the library is a disgrace. The cuts are starting to make finding journal articles difficult. The search engines are not as easy as they used to be. Maybe there are fewer of them and fewer linkages among them. More of my time is spent tracking down pdf files of a particular article. I also heard that library staff is spending their own money on basic supplies. I don't know what the university priorities are, but the library should be at the top. We can't have a learning community without a decent library. I have historically bragged about our library to prospective graduate students and faculty. I hope I can continue to do so. In the past few years, there has been an apparent investment in IT and IT security. I don't know who is running the show on that but wow what an improvement. I sometimes sit back and think that we (FAU) actually operate at a world class level in IT. There have been a lot of changes that are indicative of someone who knows what he/she is doing. I guess that is required with federal regulations on research and the medical school but the improvements have helped us all. We went from 0 to close to 100 in a very short time. Good job on that. I would like to see more resources for graduate students (graduate assistants, higher stipends, insurance for Ph.D students) so FAU can be competitive in attracting top candidates. It is getting harder and harder to compete for top graduate students with other universities. This eventually takes a toll on faculty. If we get poorer students because we can't attract the better students, we have to work harder to the poorer students ready, they don't place as well affecting the university reputation, their placement affects the ability to attract faculty, coauthored research with students will be of lower quality, etc. etc. There are a lot of downstream consequences.

Make university data accessible to faculty and better organized. Many important aspects about the way the university runs are not visible to faculty. We would like to make FAU better and have lots of "front lines" experience to bring to discussions, but often no one asks us. It is even more difficult on the partner campuses.

Walk around and visit faculty. Have a open door policy.

Where are all the evaluations for all administrators at every level at FAU that come from the FAU administration? why is it the FAU only has a uff survey evaluating administrators? Where are the surveys and evaluations for every director Dean chair provost president that come from the University? how can a faculty member who gets good spots end up getting a 2 ranking for teaching on their annual evaluation? the f a u b o d should not be flying the flag high at FAU with having all these mediocre administrators the president who is a lame duck and the new provost who is top-down and doesn't listen to faculty and having all of these jeans and cheer stay in these positions for 10 or 20 years who do nothing about raising the standards and elevating true education here! return to being more faculty and student oriented care about teaching care about research care about service and stop trying to turn everything into quotas when you're evaluating faculty! Stop focusing on sports so much and focus more on academics! Get better pay and raises for faculty we make about only two-thirds of the amount that most other facts they make it other institutions around the country at FAU! promote administration from within FAU but only promote administration who have gone through all ranks of professorship from assistant to associate to full professor who are 10 years and who are true scholars stop putting on academic administrators in positions of administration that make policy that her instruction for our students here! The present is to invisible and not present he has no voice he says nothing you never hear or know what he's doing or what's going on he's making a \$400,000 + salary but what does he do where is he when do we ever hear anything from him? why does the president every year get a 10% bonus raise? And faculty only get a 1 or 2% raise? stop allowing all this brown nosing kiss ups and people who are not qualified to be in administrative positions to move up when they've never been a professor or tenured years before. start doing more online and international offerings for students in our global world!

What suggestions do you have for FAU administration?

Raises for faculty 20% Remove and rotate chairs often Stop the ranking and comparing of faculty in evaluations All faculty can be exceptional in all areas! Unfair evaluations Where are the remote campus evaluations of administrators? Get better remote campus leadership who are tenured and full professors Better parking Unfair evaluations for faculty Why doesn't FAU leaders also implement evaluations on all admin/leaders? Why is it just UFF? Let us rate the president, provost, chairs, deans, directors, assist deans, etc. More evaluations for the admin. Stop hiring and using non-academic people as admin and leaders who have never been tenured or any rank of professorship

No one cares. No one wants to apply for administration positions it is only one or two from the entire university. Where is the VP of research???? Probably he is earning miles from his trips. DC is his favor destination but so far no funding. That's okay. We are FAU

Recognize that there are other constituencies besides the state government & Board of Trustees.

I like the president, he never praised any engineering faculty except the director if I sense. He doesn't talk to the faculty in any event or any meeting. his strategic plan did and first not work. I heard that our FAU VP of research is moving as a VP of research in VirginiaTech. This is a loss. The new provost has a few good ideas lets give him a time. I am not why James still working at the provost office.

I am not sure what exactly is defined by "climate" here. How any moral climate can be good with the lowest salaries of the faculty living is one of the more expensive parts of the country and lowest salaries of graduate students? Compare salaries of administrators at FAU to faculty salaries and you will get a clue. But everyone is shy about it. I am not even mentioning pathetic salary raises (or the lack of thereof), and treatment out-of-unit employees. University is extremely administration heavy. This is not good! Get a hint?

We need advocacy at the state level to change the metrics so that FAU is not disadvantaged. It is clear that certain colleges such as Medicine and Honors are privileged over others. Top administration needs to care for all colleges.

This is a much better school now than it was a decade ago

Need for more transparency.

Support faculty more. Provide insurance for graduate students.

be more transparent, require less shmoozing

transparency, equity

More transparency, better communication, more faculty governance, more legitimate concern for students and staff, more attention to FAU as a workplace where most of us spend the bulk of our waking hours as working adults. Make FAU a place that we are truly proud of coming to work every morning! Make it less about metrics, research dollars, and other arbitrary numerical indicators and more about the *people* that have the potential to make FAU a truly great and respected IHE.

Communicate

Faculty are speaking about concerns. Please listen to these concerns.

Rethink the mission of the university and make sure the evaluations reflect the mission. Encourage faculty to think critically for themselves, and find their own voice.

The university is growing so much that we are bursting at the seams and the facilities are getting trashed simply due to over-use. We should look at renovations to classrooms and bathroom facilities - Arts and Letters has terrible bathrooms. Frankly, they are gross. Performing Arts building also has terrible restrooms. These basic upgrades would really do a lot to show visitors that we care about the basics here. It is a bit embarrassing when touring prospective students around. I think that everyone would agree with that. The climate here is very positive and everyone has the same goal-recruitment and retention of excellent students. Making sure that some of our funds are consistently going to basic facility upkeep, as well as upgrades in classroom technology, is critically important in keeping those students here. It is wonderful that we have been able to improve classroom technology in recent years, I just think that cleaning/repairing/renovating/repainting high traffic areas should also be prioritized.

Roll it back, top heavy & overpaid

What suggestions do you have for FAU administration?

Treats adjuncts with more importance and with better pay. Adjunct parking pass should be a perk not a fee.

Both President and Provost have utterly failed to establish consistent and effective communication with faculty and university community. I have little faith in either one - especially that they understand the needs of faculty. Can't remember the last time I received a meaningful email from either one.

Too much top down intervention, especially from the Provost office and Student Affairs

Be more personal and caring with the faculty. Don't make everything about the metrics.

FAU needs to send out its own evaluation of ALL FAU admin for faculty to evaluate each year! Don't just rely on UFF to do this. Shame on your FAU admin! Actions speak louder than words! Stop with the sports. Do more internationally and overseas and in the Carr and Latin Amer. Do more online programs Open more campuses of FAU in SF and go back to PSL and go to Belle Glade, Westin, and Vero Beach too In all colleges reduce and combined departments to reduce chair numbers and have faculty work together more in larger departments, save money and get higher pay for faculty, especially, full professors. Respect professors by have good admin in place, not non-academics who have never been professors. Get higher pay for professors. Rotate Deans and all chairs every 2-3 years, stop these long-term chair positions of poor weak chairs that bring down the colleges and departments, and university as a whole. Many faculty here make half their salary less than the national average in their fields. Get salaries up and pay faculty better. Respect faculty, hire only academics as admin/leaders, NO MORE NON ACADEMIC ADMIN WHO DO NOT HAVE TENURE OR WHO HAVE NOT GONE THROUGH ALL THE RANKS OF A PROFESSOR! This place is a disaster, with bad admin. who have never been professors. Make it right! The Provost and President should both be ashamed of themselves for not making an annual evaluation coming from the FAU Admin. that all faculty are allowed to evaluate the President, Provost, Campus Admin, Dean of Grad School and Dean of Undergrad. and Provost for eLearning, all admin in the admin building and university. You should not rely only on the UFF Survey each year to evaluate the President and Provost and all their staff/admin. Shame on you all! It makes you all look bad and look like hypocrites. Fix it please! Little support for faculty at FAU, there are too many "non-academic" admin now who have never been professors, or gone through P&T or been assist, associ. of full professors, yet make all the rules and initiatives for the faculty. The university is declining due to all the admin who are non-academics, there are NO models of leaders here who have published at the level faculty have, very sad for FAU and its fine faculty and students. When a university puts "non-academics" in charge of faculty who are the true academics it creates animosity and resentment. These people are imposing new rules or initiatives on others, yet they have never been a professor themselves. They have never walked in our shoes as academics. There seems to be many articles published on this and some cite it is done to save money. Little support, too many "non-academic" admin now who have never been professors, or gone through P&T or been assist, associ. or full professors, yet make all the rules and initiatives for the faculty. The university is declining due to all the admin who are non-academics, there are NO models of leaders here who have published at the level faculty have, very sad for FAU and its fine faculty and students. Today in many institutions of higher education, we are seeing a serious dumbing down of the level and standards for teaching and academia. In the past, most administrative or leadership positions throughout the institution were highly regarded and held by true academics. Today however, there seems to be a bypass of the protocol for such leadership. Normally, an academic follows stringent peer-reviewed protocol starting by being an assistant professor, and while working on their teaching and scholarly research rise through the ranks to associate, and then full professorship with distinct honors in teaching, research, and service to their field. Using such a protocol that has been based on profound understanding of the institution and respect for a high level of scholarship and teaching provides a foundation for a higher level of standards for an institution. Faculty cannot respect the leadership at FAU because faculty work hard and publish and teach and are true scholars, yet we have all these lame non-academic admin. making policy and making it hard to be effective teachers for our students. Please stop allowing non-academics to hold admin. positions at FAU, it only dumbs down the institution. Get rid of the egos, get rid of all the non-academics, get rid of the kiss ups and people who were never full professors. FAU should only be using full professors to fill every admin. position in the university at ALL levels and colleges. At institutions of higher education we are seeing an influx of non-academics bypassing the system and moving into positions of leadership in higher education who lack the scholarship or teaching background to understand true academia and the institution as a whole. University Presidents, Provosts, and Deans do a disservice to the institution and their faculty and students when they appoint non-academics to positions of power and administration over faculty at any institution. It is critical that people running institutions have gone through the ranks of power not only to understand the power, but to have experienced at every level the needs and issues facing faculty at every level of an institution. When the leadership appoints non-academics to any level of an institution that can impact their teaching, research, or service it will only dumb down the institution of higher education. People who have never been university professors and never have gone through the ranks of assistant, associate, and full professor and have not gone through the peer review process of publishing and tenure have no knowledge of the true professorship or academic. Putting people who have not gone through the protocol of professorship in positions of power that impact instruction and excellent teaching and research is hurtful to the institution as a whole. Normally in K-12 education a principal or superintendent would never be able to become an administrator if they haven't first been a teacher in a field. Knowing the profession well and developing good practice and quality instruction often are prerequisites for becoming a good school leader. As a Professor at FAU I would like to request that the President and Provost stop allowing and appointing "non-academics" to leadership positions within our institution which hurts our students, teaching, research, and service. It hurts the morale of the professors here. It dumbs down the institution. Please stop the mediocrity. Put academics and scholarship first at FAU! The Jupiter Campus provost is not present and is not an academic nor does she not support and promote effective teaching and scholarship since she has never done it herself before. They need to put a true academic admin leader here who has been a full professor before and can truly lead this campus and their colleges. All her cronies, the other non-academic admin under her none have been professors either and make policy that impact and hurt effective teaching. This campus could be so much more under the leadership of a true scholar. The Jupiter Campus has all non-academics running the campus, not one of the admin. has been tenured, a professor, or gone through the ranks or professorship. They make policy that impacts good teaching and harm faculty and students and true learning from taking place. FAU's Jupiter Campus also is run by non-academics, the two leaders in charge of Jupiter, the Associate Provost and the Executive Director of Academic Operations (and many other admin here), neither of them have been professors, nor gone through Promotion and Tenure and gone through the official ranks of assistant, associate, and/or full professor. They are not people who have taught, researched, and have become true scholars in their respective fields, yet make decisions on how we teach here at FAU. People who are non-academics have no right being administrators making decisions that impact the teaching that faculty do for students at an institution. They are not scholars and have not gone through the ranks of professorship. These types of

What suggestions do you have for FAU administration?

administrators since never being a professor or going through the rigorous ranks of professorship/peer review/P&T have no idea what it means to be an effective instructor or professor. They decide on things without asking faculty or having meetings or input, doing away with us putting material on the walls in classrooms, or switching our classrooms to other spaces making us lug all our materials across the campus or building. Creating mean inconveniences for faculty and almost as if playing mind games with us. Saying all need to be taken down to paint, and then they never paint. Or move to another classroom because the painters may come, but they never come. The mind games and power trips by the "non-academics" really has become quite disturbing to experience here in Jupiter. It is almost as if they want to create a reaction, or force you to quit, or fight with them, as if to get a rise out of faculty or inspire us to get done. Is it because we are the highest paid and this is why they do all of this to us? How would admin, faculty, staff, or any employee here feel about going into their child's 2nd grade classroom and meeting the teacher to find nothing on the walls in the classroom and completely blank white pure sterile walls? The College of Education was allowed to model a literate environment for their future teachers and now they are being told by non-academic admin not to hang anything up on the walls or teach with teaching aids or posters or materials. Professors are discouraged by the non-academic admin in Jupiter to not hang up anything or to model good teaching to future teachers. Is this the way FAU wants to train future teachers? Why does FAU put non-academic admin. in place to make poor policy that impacts good teaching? Why does FAU have admin in Jupiter, none of whom have been professors, have tenure, or held any rank of professorship and do not know about teaching, research, and service, like the professors do? None of the admin in Jupiter have gone through the rigorous peer reviewed tenure and promotion process and keep up like true academic scholarly professors do. Non academic admin have been demoralizing to education impacting professors and students, and quality teaching. Three of the four assist or assoc deans in FAU's College of Education are non-academics (actually all since the one retired), "non-academic" administrators are often defined as people who have not gone through Promotion and Tenure and gone through the official ranks of assistant, associate, and full professor; Nor are people who have taught, researched, and have become true scholars in their respective fields. The Dean of the COE has done a complete disservice to the college and institution as a whole, dumbing down our standards and the respect for being a true scholar at a university. The College of Education has too many non-academic administrators who have never been tenured, or full professors, they lack the scholarly aspects of a professor to lead a university or unit. The leaders should be models for faculty and students. The College of Education has too many chairs that are not qualified to serve as chairs. Some have poor teaching records and are not full professors or models of scholarship for faculty or students. Some are racists, elitists, discriminate, and are big hypocrites talking the talk about diversity, yet hate whites, gays, or anyone who is successful and publishes and is cited more than them. The COE Dean has ALL of her assist and associ deans that have never been tenured or professors before, none of them are scholarly or have tenure, nor have been any rank of professorship, yet are assist deans. How can the faculty who are scholars respect these people pushing their lame policy on full professors who are publish so much and have been so well accomplished? Faculty cannot respect the leadership at FAU because faculty work hard and publish and teach and are true scholars, yet we have all these lame non-academic admin. making policy and making it hard to be effective teachers for our students. Please stop allowing non-academics to hold admin. positions at FAU, it only dumbs down the institution. The COE Dean does not stand up to admin and non-academics in boasting effective teaching practices. She has shown no backbone for her professors in using effective teaching practices in their classrooms. Mediocrity is the norm today in the COE and its leadership. They do not care about preparing teachers or effective teaching, they only care about making the huge salaries and promoting non-academic kiss ups that dumb down the college and institution. The COE building in Boca is very dumpy and uncared for. The stairwell is so dirty and nasty. This is a public building, why aren't the admin. taking better care of this property? The entrance on the business school side of the COE building has all this tape and mess all around the door. It looks horrible. This building is not being well maintained at all and looks horrible. Who is responsible for this? The Dean is a nice person and cares and is spiritual and has faith. She just lacks vision to run a college of education, allows for too much mediocrity using non-academics and kiss ups. She has no backbone, allows poor treatment to others. Does not seem to really care about effective teaching practices or good teaching allowing her chairs to teach overloads teaching poorly with very low SPOTS, and she is a chair. There is just too much mediocrity here under this leadership. She sends a non-academic admin to Jupiter to supervise faculty and staff, yet this person does not have tenure, has never gone through the ranks of professor, and is a major kiss up, yet she is in charge and supervises, yet harms good teaching is a detriment to our students and their learning. The Dean could do so much more with a vision. The COE could have more online, overseas programs in the Caribbean and Latin America, it could partner more with many more schools, offer more master degree to current teachers using grants, it should simplify into only four departments, there is too much waste, we could partner with schools at all levels to promote our programs at all levels-undergrad and grad. The possibilities are endless, but our current Dean and her assist/assoc. have never been professors and mediocrity has been the norm for the past ten years, there is so much more we could do. The Dean has allowed our programs and enrollments to dwindle and has done nothing to promote. WE have so much waste in student service, where they could be doing so much more in the schools to promote both teachers for our undergrad. programs and master's and doctorates for our grad programs. The waste, the kiss ups, the mediocrity rules here. Care about faculty and students more, stop having so many self-serving admin (and non academic admin) and kiss ups who only care about high six figure salaries and nothing really about quality teaching, research, and service to the university and beyond. Stop the waste! Value professors and good teaching! Do admin evals several times a year, every year. Hold the admin accountable or get new ones! Bring God back into education, let's lead by faith and allow all faiths to express themselves. Stop the liberal agenda. Allow the conservatives to have a voice too. Help and stop all the people at the university who have TDS sending all their anger and hate to others and thinking only their views matter. Stand for law and order and conservative values and fiscally responsible. Stop living above your means and wasting. Offer faculty 10 month contracts and a chance for 2 summer classes at 12.5%, help faculty to get their salaries up. Reduce admin. salaries. Don't allow any non-academic to ever be in any admin position at FAU, ever. Stop lying to faculty! Put academics first over sports! Have an investigation of the BOD, scholarships, admin, in light of this new nationwide college scandal, is FAU clear and upright or have guilt too? Offer free parking for all faculty and staff as an incentive for working at FAU.

learn from other schools in Florida, we need external searches, academic freedom should be priority, Please Mr. President say Hi to the faculty. Thank you

There is a pervasive negativity regarding the quality of students.

Focus more on teaching; focus less on publication/research.

What suggestions do you have for FAU administration?

Support the faculty more, especially faculty with a consistent track record of producing and research. This would be across the university and not just one specific College. Administrators need to budget funds and better distribute to Colleges.

FAU administration does not care about of faculty period! that sums it!

Better communication between the Provost and the faculty beyond just coming to faculty assembly meetings. Why didn't he visit all of the departments when he first came. Why did he start to implement a program before he had a chance to assess things at FAU? Both the President and the Provost need to communicate more effectively directly with the faculty. Also, academic needs must be at the top of the list. Stop increasing the number of administrators and find a way to better support faculty. Above all else, communicate more!

Stop the mediocrity Improve leadership Get better chairs and Dean's evaluate all chairs directors Dean's provost associate provost campus leaders president that comes from the University and share it with the faculty each year to man quality from leadership at FAU We are the best university in the State of Florida let's get the best leadership for the best university in the state of Florida!

Faculty are constantly asked to do more with less. Live in an expensive place with less salary, teach classes with fewer resources, do research without the infrastructure. These are things that make FAU a challenging institution.

Focus on increasing faculty salaries.

Need to provide a plan / leadership for the future of Davie Campus. The campus is suffering from a lack of vision, attention and reinvestment. The college of science needs a stronger and more competent leader. 5 years of interims followed by 2 with poor vision and a failure to fully engage with pillars or faculty has been detrimental. The college has regressed over the past 7 years while pillars and Jupiter campus (Honors) have seen significant improvements at its expense.

Replace the board and make sure they hire competent people,.

Promote equal playing field for every faculty (in both teaching & research) and make amends for salary inequities among the faculty

Be more transparent at every level. Support the largest departments. Recognize the women that work hard and are discriminated against. Recognize that people's incomes don't reflect their contributions.

FAU President is not very visible. He is kind of hiding in his office. It is hard to see him on small campus events. Does not go to various colleges and their events.

Open up the books and remember that academic are the reason we are here

End of Report