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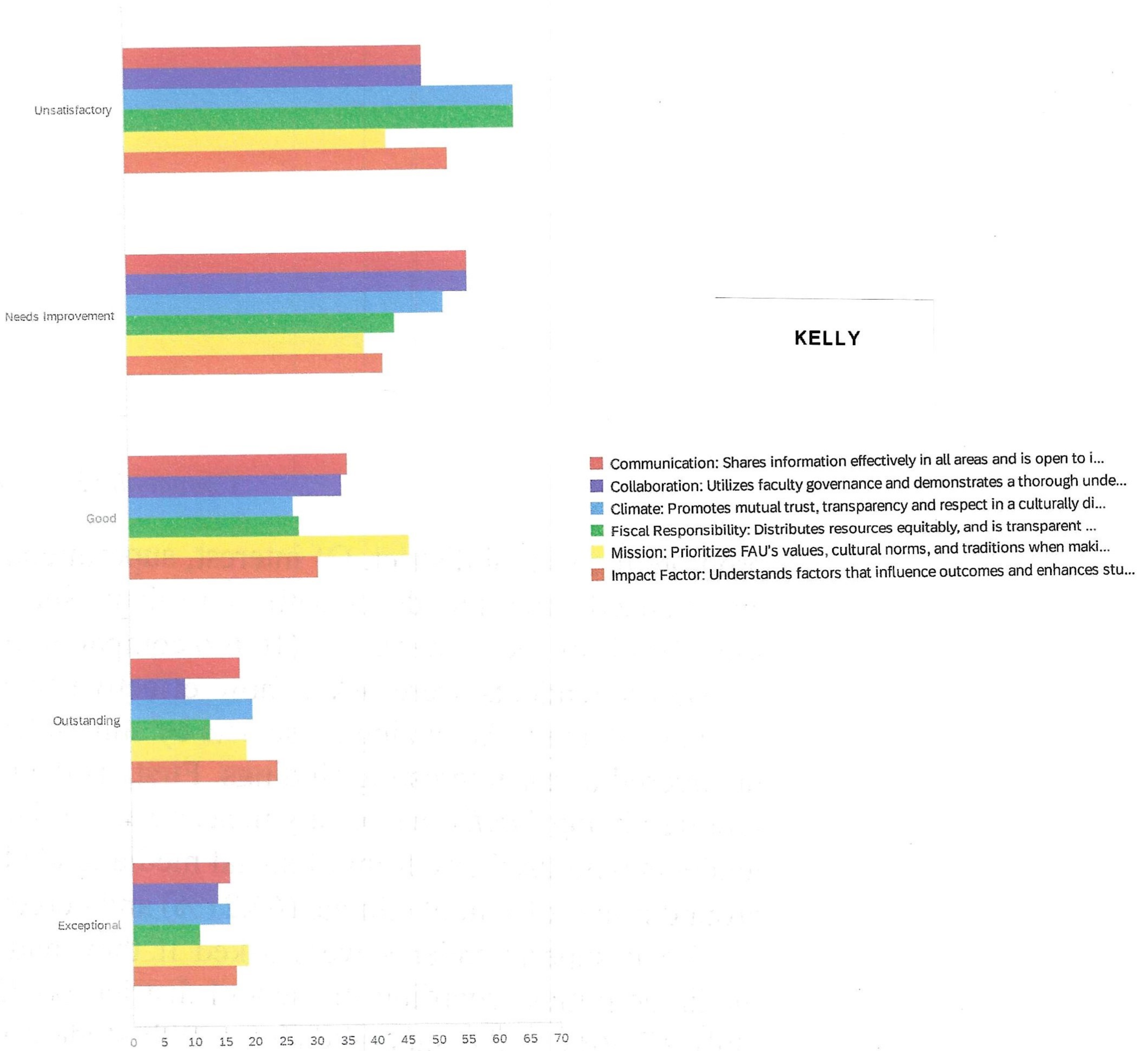
UFF-FAU 2019-2020 Administrator Survey

May 9, 2021 3:22 PM EDT

QID10 - Please rate President John Kelly in following leadership categories.

#	Field	Unsatisfactory		Needs Improvement		Good		Outstanding		Exceptional		Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	28.00%	49	32.00%	56	20.57%	36	10.29%	18	9.14%	16	175
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	30.06%	49	34.36%	56	21.47%	35	5.52%	9	8.59%	14	163
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	35.75%	64	29.05%	52	15.08%	27	11.17%	20	8.94%	16	179
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	40.00%	64	27.50%	44	17.50%	28	8.13%	13	6.88%	11	160
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	25.90%	43	23.49%	39	27.71%	46	11.45%	19	11.45%	19	166
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	31.74%	53	25.15%	42	18.56%	31	14.37%	24	10.18%	17	167

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UFF-FAU 2020-2021 Administrator Survey

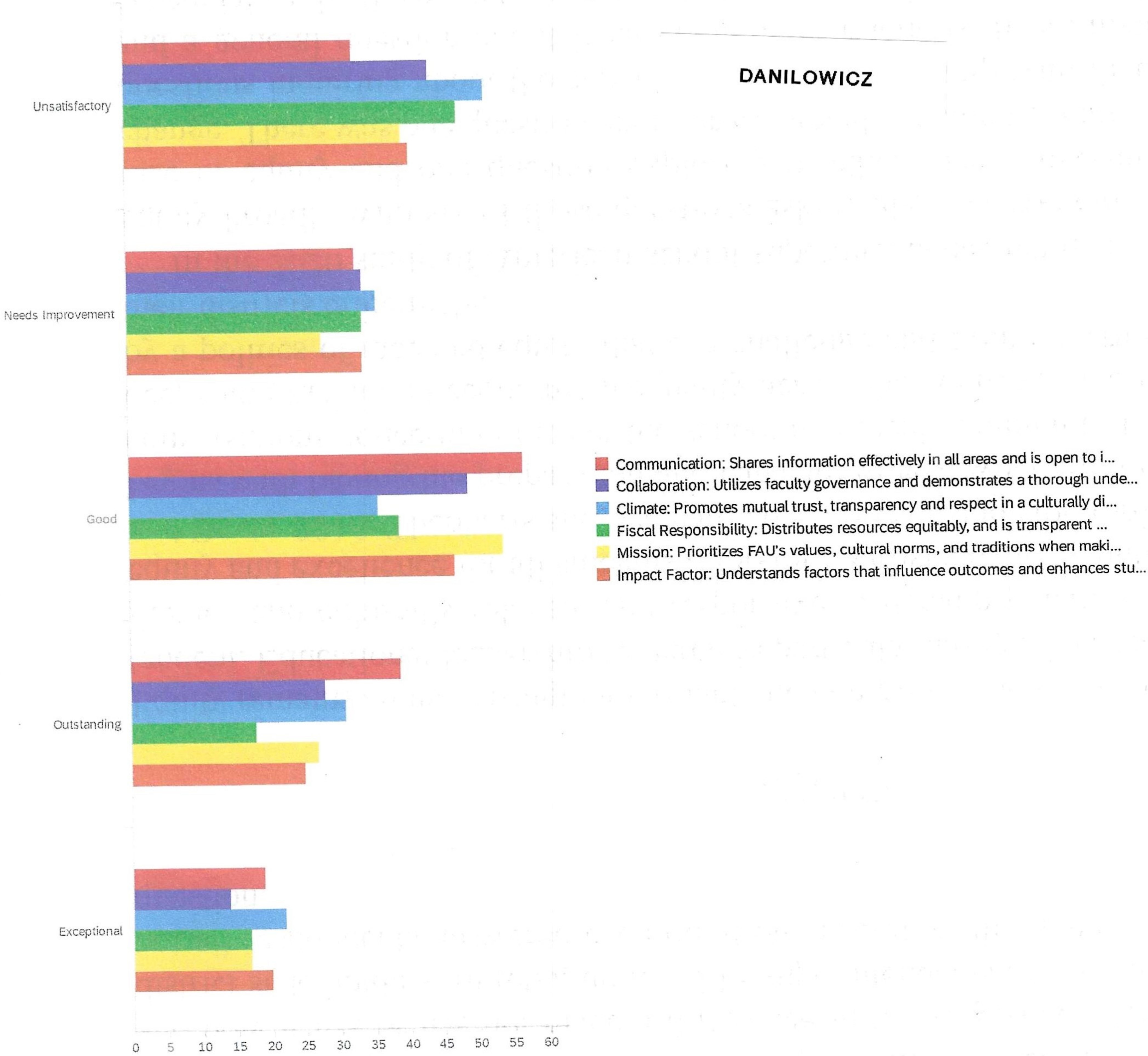
May 25, 2021 8:12 AM MDT

QID11 - Please rate Provost Bret Danilowicz in following leadership categories.

#	Field	Unsatisfactory	Needs Improvement	Good	Outstanding	Exceptional	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	18.23% 33	18.23% 33	31.49% 57	21.55% 39	10.50% 19	181
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	26.04% 44	20.12% 34	28.99% 49	16.57% 28	8.28% 14	169
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	29.38% 52	20.34% 36	20.34% 36	17.51% 31	12.43% 22	177
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	30.77% 48	21.79% 34	25.00% 39	11.54% 18	10.90% 17	156
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	24.10% 40	16.87% 28	32.53% 54	16.27% 27	10.24% 17	166
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	24.55% 41	20.36% 34	28.14% 47	14.97% 25	11.98% 20	167

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DANILOWICZ



- Communication: Shares information effectively in all areas and is open to i...
- Collaboration: Utilizes faculty governance and demonstrates a thorough unde...
- Climate: Promotes mutual trust, transparency and respect in a culturally di...
- Fiscal Responsibility: Distributes resources equitably, and is transparent ...
- Mission: Prioritizes FAU's values, cultural norms, and traditions when maki...
- Impact Factor: Understands factors that influence outcomes and enhances stu...

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May 25, 2021 8:14 AM MDT

QID12 - Please rate Associate Provost Michele Hawkins in following leadership

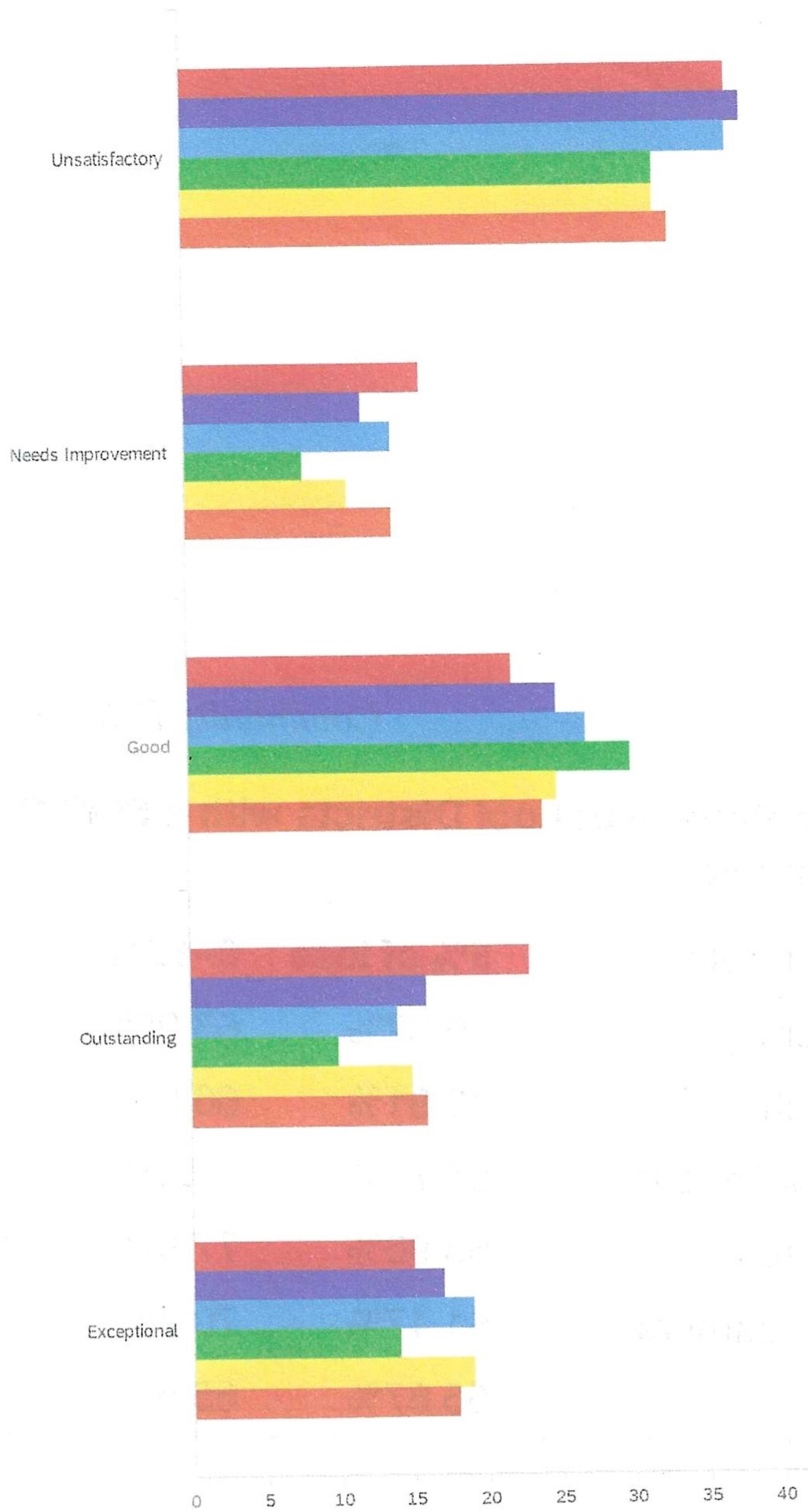
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#	Field	Unsatisfactory	Needs Improvement	Good	Outstanding	Exceptional	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	32.74% 37	14.16% 16	19.47% 22	20.35% 23	13.27% 15	113
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	35.19% 38	11.11% 12	23.15% 25	14.81% 16	15.74% 17	108
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	33.33% 37	12.61% 14	24.32% 27	12.61% 14	17.12% 19	111
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	34.04% 32	8.51% 8	31.91% 30	10.64% 10	14.89% 14	94
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	31.37% 32	10.78% 11	24.51% 25	14.71% 15	18.63% 19	102
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	31.43% 33	13.33% 14	22.86% 24	15.24% 16	17.14% 18	105

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HAWKINS

- Communication: Shares information effectively in all areas and is open to i...
- Collaboration: Utilizes faculty governance and demonstrates a thorough unde...
- Climate: Promotes mutual trust, transparency and respect in a culturally di...
- Fiscal Responsibility: Distributes resources equitably, and is transparent ...
- Mission: Prioritizes FAU's values, cultural norms, and traditions when maki...
- Impact Factor: Understands factors that influence outcomes and enhances stu...

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UFF-FAU 2020-2021 Administrator Survey

May 25, 2021 8:18 AM MDT

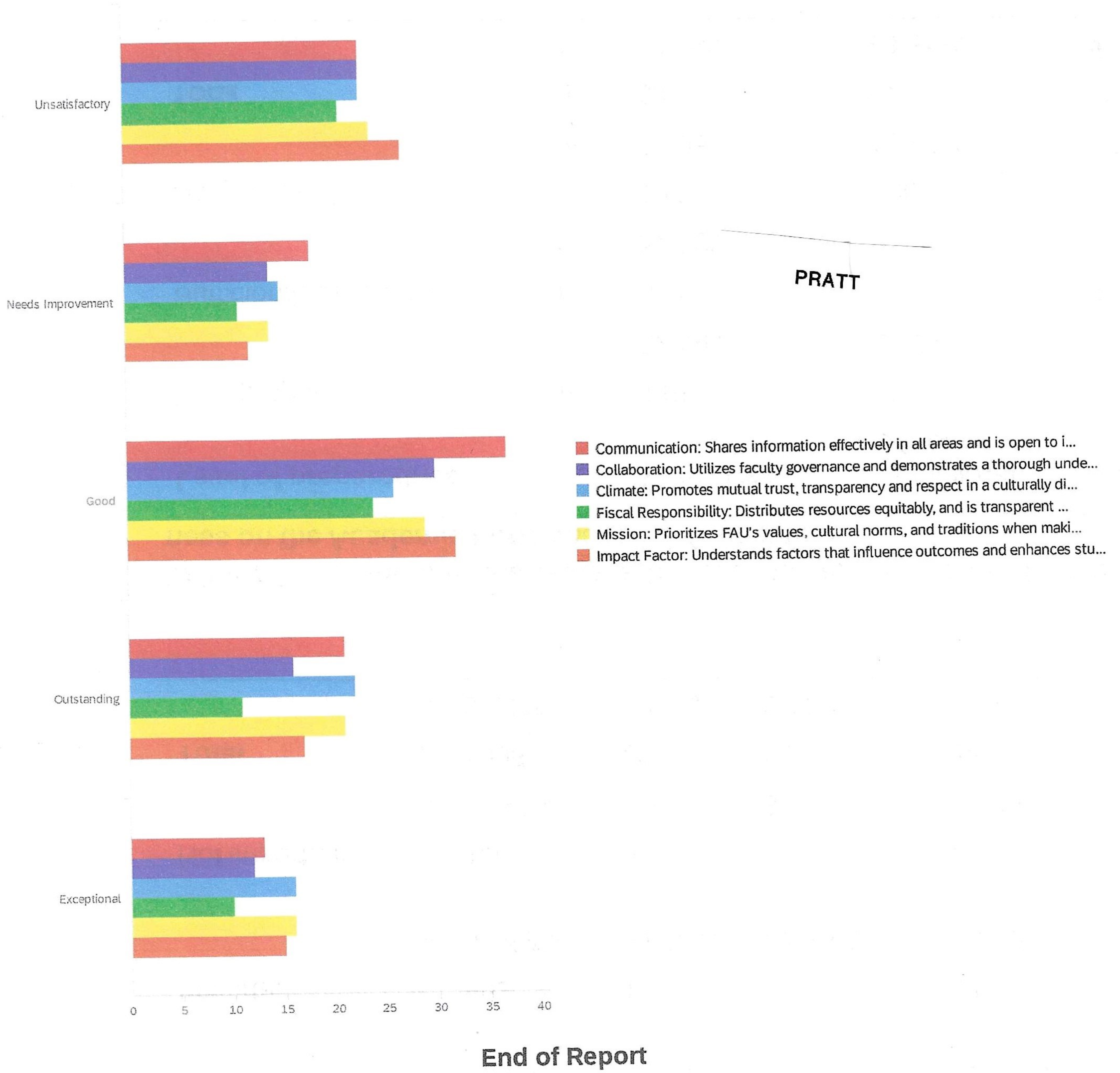
QID13 - Please rate Undergraduate Dean Ed Pratt, Ph.D., in following leadership

categories.

#	Field	Unsatisfactory	Needs Improvement	Good	Outstanding	Exceptional	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	20.54% 23	16.07% 18	33.04% 37	18.75% 21	11.61% 13	112
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	24.21% 23	14.74% 14	31.58% 30	16.84% 16	12.63% 12	95
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	22.55% 23	14.71% 15	25.49% 26	21.57% 22	15.69% 16	102
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	27.27% 21	14.29% 11	31.17% 24	14.29% 11	12.99% 10	77
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	23.08% 24	13.46% 14	27.89% 29	20.19% 21	15.38% 16	104
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	26.21% 27	11.65% 12	31.07% 32	16.50% 17	14.56% 15	103

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PRATT



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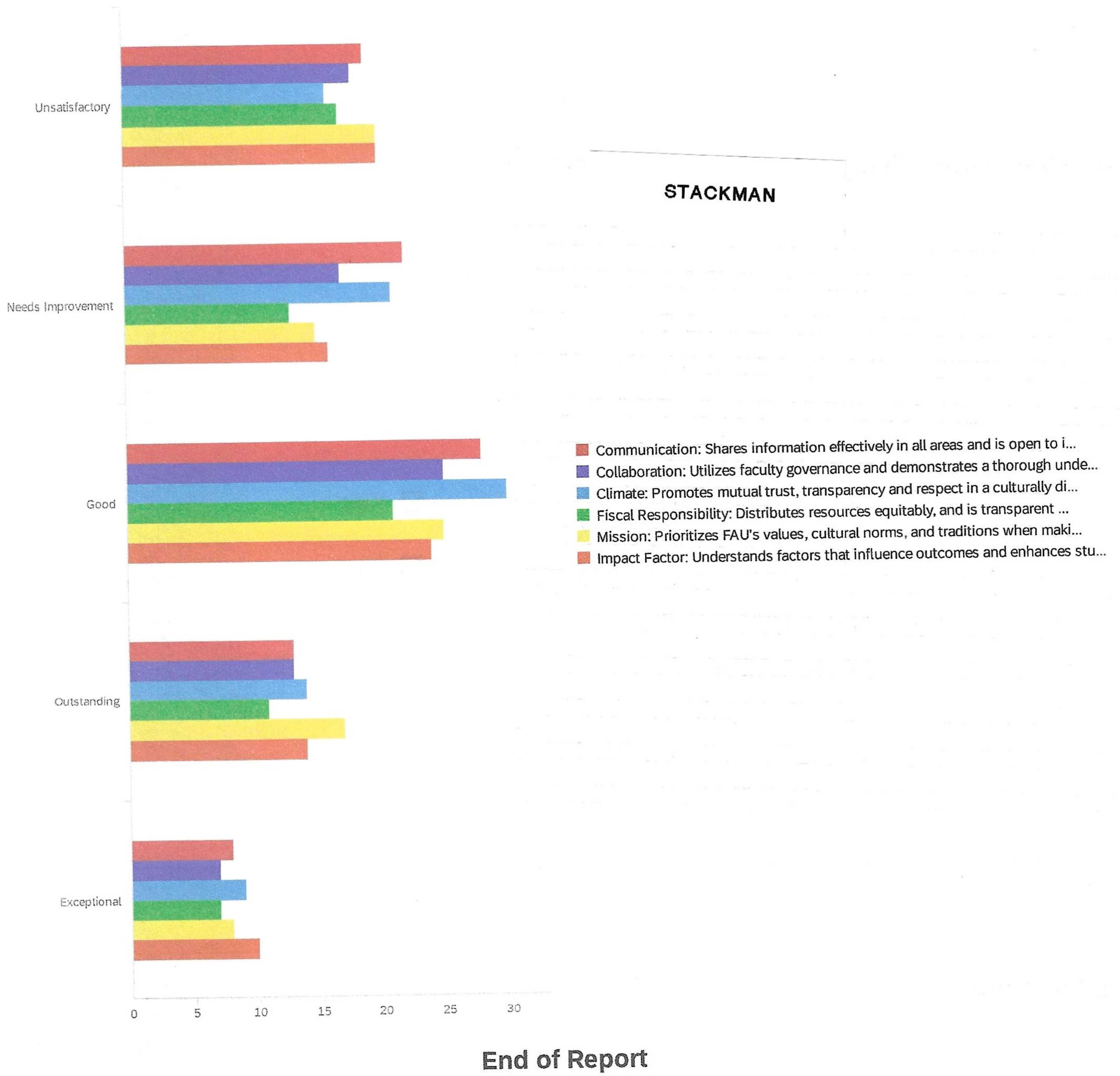
May 25, 2021 8:20 AM MDT

QID14 - Please rate Graduate College Dean Bob Stackman, Ph.D., in following

leadership categories.

#	Field	Unsatisfactory	Needs Improvement	Good	Outstanding	Exceptional	Total
1	Communication: Shares information effectively in all areas and is open to ideas, concerns, and suggestions.	21.11% 19	24.44% 22	31.11% 28	14.44% 13	8.89% 8	90
2	Collaboration: Utilizes faculty governance and demonstrates a thorough understanding of the Collective Bargaining Agreement (CBA) and adheres to its articles.	22.50% 18	21.25% 17	31.25% 25	16.25% 13	8.75% 7	80
3	Climate: Promotes mutual trust, transparency and respect in a culturally diverse environment and takes concerns from students and faculty seriously.	17.78% 16	23.33% 21	33.33% 30	15.56% 14	10.00% 9	90
4	Fiscal Responsibility: Distributes resources equitably, and is transparent with the budget.	24.64% 17	18.84% 13	30.43% 21	15.94% 11	10.14% 7	69
5	Mission: Prioritizes FAU's values, cultural norms, and traditions when making decisions and planning for the future.	23.53% 20	17.65% 15	29.41% 25	20.00% 17	9.41% 8	85
6	Impact Factor: Understands factors that influence outcomes and enhances student and faculty success.	23.81% 20	19.05% 16	28.57% 24	16.67% 14	11.90% 10	84

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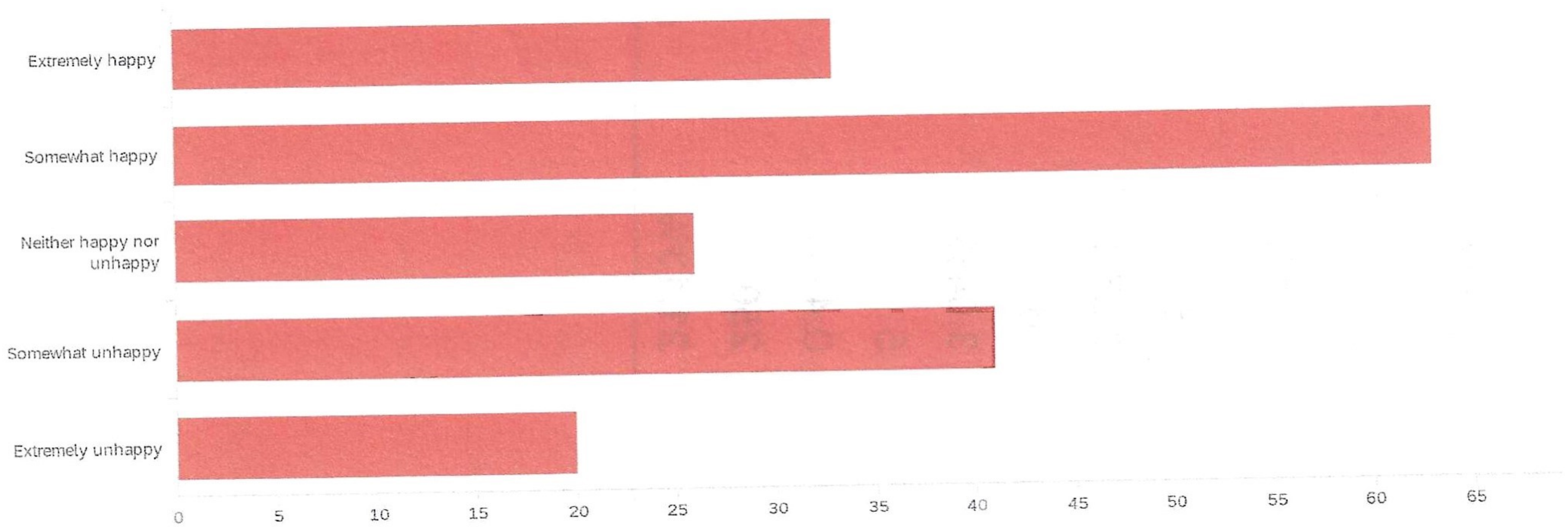


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UFF-FAU 2020-2021 Administrator Survey

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QID3 - How happy are you being an employee at FAU?



End of Report

Please provide any additional information regarding your previous response:

Not a friendly atmosphere

My department used to provide for overloads, which allowed better pay. The Provost does not allow for overloads anymore, which has fiscally harmed my family. When we had a department meeting with the interim dean we were told that we, the professional educators, were not able to provide the same level of instruction doing an extra class that a semester based adjunct could provide. This was insulting and an unjustified statement to make to our department. Now a first time public school teacher makes more than I do, I do not get a pay raise that is better than the raise in the cost of living, we get insulted by our dean, and they take away pay that we were able to get before. Further, the public school teachers will now get a \$1000 bonus for the extra work that they have done and we get nothing for our extra work. The administration is constantly changing the conditions that we need to work under with little notice with each change that they making causing us to have more uncompensated work. I pay into a union that sent out a message telling me to complain to the Governor about the public school teachers getting a COVID vaccine sooner, but didn't ask us to complain when he increased public school salary.

Loss of many tt faculty that are not being replaced. 5+ years of decrease

It is very tough to be happy in the 20/21 academic year. Almost everything was very hard and teaching was far from rewarding.

If you are good, they want you to leave. Unless, of course, you are part of the privileged areas of priority. Then it doesn't matter how good you are, so long as you toe the party line.

I was happier before Covid and the switch to the interim dean.

I am happy to work in such a beautiful place and community but unhappy with the culture of my college. There is no camaraderie, even pre-pandemic. I feel like we are overworked, especially now, and not given a lot of respect for what we do.

I am frustrated with the secrecy and seeming unfairness regarding funds directed to towards our "pillar" initiatives. This gamble is not paying off and is hurting traditional departments in ways that will take years to undo.

FAU runs an old boys network that does not let new people in.

FAU is extremely administration heavy. much like an iceberg that is about to tip over. All administrators do are trying to satisfy someone above them to keep their positions and high salaries. Also, most administrators are tenured in the departments, which is not how it supposed to be. Once you become an administrator, you revoke your tenure. Tenure is for academia and those who continue in academia, not management

FAU is a rudderless ship. No leadership at any level. Faculty are nothing but lines on a balance.

Equity and inclusion for women and minorities is lacking. The university pays these issues lip service all the time, but does not actually increase salaries of women and minorities to be equitable. As a result the university does not retain these faculty and staff.

Top administration all male (not the Deans).

It can be frustrating to be faculty in a state whose politicians don't seem to value higher education. But I think I would have these frustrations at any public university in Florida.

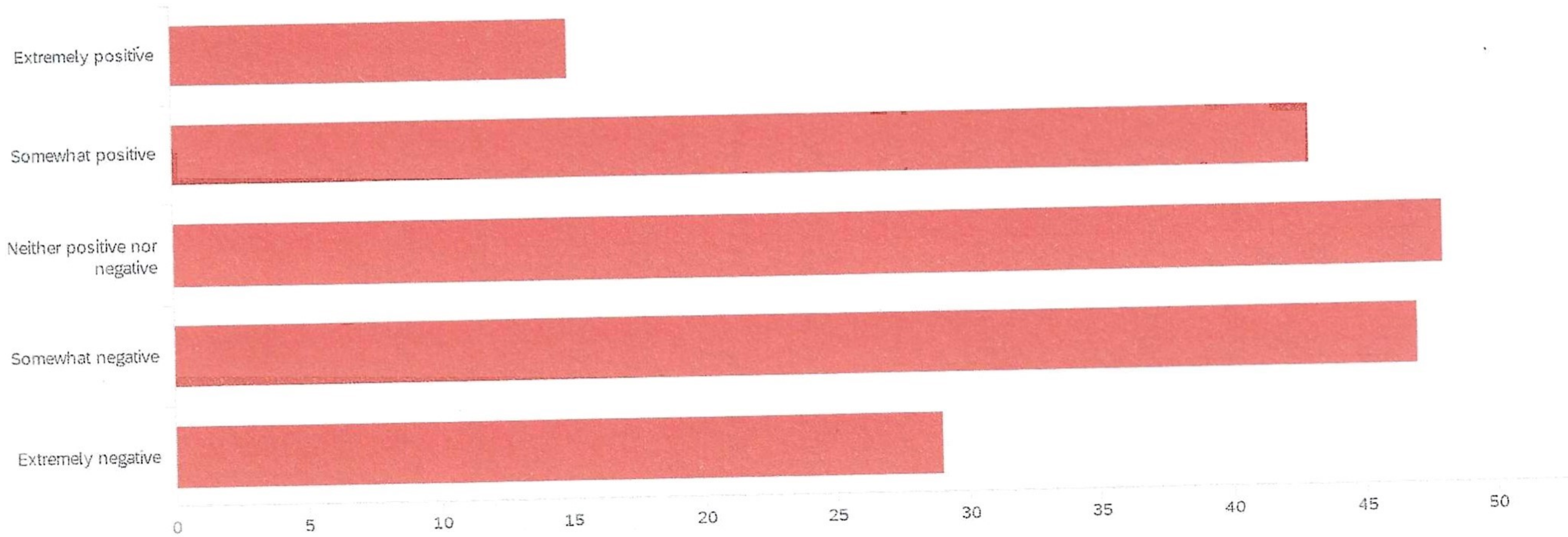
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UFF-FAU 2020-2021 Administrator Survey

May 25, 2021 8:47 AM MDT

QID5 - 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	64.18	1.20	1.43	182

#	Field	Choice Count
62	Extremely positive	8.24% 15
63	Somewhat positive	23.63% 43
64	Neither positive nor negative	26.37% 48
65	Somewhat negative	25.82% 47
66	Extremely negative	15.93% 29
		182

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End of Report

Please provide any additional information regarding your previous response:

I've been with FAU for almost fifteen years. It's morphed from from a university to a business. Gone is the caring community that it once was. It's all about the metrics now. Sadly, I'll retire soon.

I'm grateful to be working with such talented and diverse students.

I like my job and enjoy students and faculty colleagues. FAU leads by chaos with little trust from the top down. Administrators are driven by their own egos and most are inexperienced. Provost office staff are distrustful of faculty which is a huge problem since they should be the strongest advocates of faculty.

I have never experienced so much misery as I have this semester. Instead of acknowledging the enormous work that faculty have undertaken in light of this pandemic, we are faced with ridicule and belittlement. What a terrible feeling after so much sacrifice!

I am currently looking at other positions even though I have tenure at FAU and am on track for full professor in the next few years. It is frustrating to work at a university where faculty who retire, leave, or do not make tenure are not replaced. This does not seem to apply when administration leaves. We need to have fair allocations of lines - it is not equitable across colleges.

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May 25, 2021 8:33 AM MDT

QID6 - What suggestions do you have for FAU administration?

What suggestions do you have for FAU administration?

I am feeling that we are hopeless. big words for pillars but not outcomes not any impacts. The VP of research officeinvisible. no any help to the faculty except faculty associated with pillars. No graduate students. no recruitment, no vision.

Obviously it is not a credible university. Combine it with FIU or someplace that actually thinks about the faculty and the disciplines and academia, and just arrest the corrupt administrators running the place now.

Get rid of them all and start over. It needs an academic administration that has some knowledge of academia and certainly Provosts and Deans who are interested in the disciplines and the faculty. Shared governance is only there in name, and the faculty leave as soon as they are able. It is a shame as given the general academic realities, we get some very good faculty, but it only takes a year or two before they want to go someplace else, anyplace that is serious about their discipline or about academia. We have a tea-party board and the more corrupt the Deans are the more rewarded they are, The fact alone that Chairs are not faculty but administrators and set against the faculty is the symbol of how FAU functions. The Chairs are just pawns of the administration and have no connection to their faculty or to their own discipline. They are encouraged to be corrupt and are all overpaid. Very sad situation and how the place has gotten away with a lot of the straightforward criminal acts that take place on a daily basis is amazing to me.

pay a little more interest in the satellite campuses, especially Davie campus

Lacks clear vision , well defined goals and incentives to faculty achievements

Useless to say anything here---makes no different, the power structure, the religio-political culture is so poisonous that the only way to save oneself is exit...and never look back.

Down-size the administration. Decrease the number of administrators. If needed, distribute administrative duties among faculty. The faculty understand many issues through being the "boots on the ground" that administrator simply have no basis for understanding. Open the entire budget for consideration by faculty and students - Many questions about resources remain unanswered.

Do your job better and get to know faculty. Come down from your 'administration' silo to know what is really going on. Better communication with faculty and students. Address faculty issues immediately rather than talking 'it' to death. Quit outsourcing important and critical issues to your staff in subordinate positions. Again, do your job.

Overall very bad leadership at FAU at all levels!

Be more responsive to Faculty concerns, and less responsive to Tallahassee.

We need to recognize the successes at FAU more than we do. We make this place a success despite efforts to hold it back. Major steps forward since Pres. Kelly arrived here. COECS has made major progress in the past several years because Dean picked some excellent people to be on her leadership team. Needs to communicate her vision better however. Regarding Dean Batalama: Very poor communication skills - talks at you, not to you, in an overpowering manner. Lacks transparency. Lacks respect for other people's time or obligations. Dismissive toward those not in agreement with her.

The Dean of engineering is doing Great job but still needs to motivate faculty that they are teaching and leaving. The assistant Dean for laboratories needs to do something. maybe he can be moved to provost or VP of Research office so the dean's office can have better budget to support TAs. OIT group at the college level needs to be improved. Deans and provost should think about merit raises. faculty needs help with graduate recruitment. I think faculty that they are chairing Thesis/Dissertations should get credits. How many interim Deans do we have at FAU? any updates regarding Davie and FL campuses? I would really appreciate if the CFO and VP of research present their accomplishments once per year in the senate meeting.

What suggestions do you have for FAU administration?

Get better admin at all levels president, provost, COE deans, chairs, etc. The college of Education Assoc dean under the dean, they don't work well together at all: Very poor communicator He never responds to your emails or concerns. He completely ignores you or dismisses you and your questions and concerns. He leaves you hanging. Leaves you in the dark. Hypocritical. Kiss up and yes person, major ego and very bad leader. He does a lot of really corny things with his jokes, cartoons, songs, and weird ways. "Acts" out a lot. Real foxy, cunning Seems to be somewhat duplicitous and ambitious to move up, it is all about money, no quality here, cannot even get back to you or respond to emails. Is not professional or polite, he never almost ever responds to your emails or concerns. He is not a gracious person. He should have been a standup comic instead. He loves all his jokes and seems really childish and unprofessional at a lot of meetings. Can anyone really take him serious or really respect him? Communication problems Inability to make decisions Poor performance Lacking conflict resolution skills It is the blind leading the blind now with these so called leaders. Quick to blame instead of taking responsibility Slow reaction to change Lack of focus and attention to detail Comfortable with the status quo Forget about the employees he leads Accomplish work through themselves, not their team Lack personal and team accountability He does not provide the people he supervises adequate or up-to-date and effective technology and resources to do their jobs properly. He does not answer or respond to concerns to do your job. It almost seems like the power of Paul has gone to his head, as if he is in charge and does not answer to anyone and just completely ignores your emails or concerns and dismisses you as if he is above addressing your concerns. It is somewhat disturbing to see his behavior in action. Should have been a stand-up comedian, musician, actor, or entertainer, missed his calling. For someone who is supposed to be a counselor or therapist, he is not very effective at listening or communicating. He doesn't respond back or listen, shows no care for others. The DTL needs an expert in Curr and Ins. And teaching/learning, not an "infidelity couples therapist/counselor" as a chair who is completely unqualified as a leader for DTL. He has his own agenda. He does not evaluate faculty fairly. He never responds to your emails. You have to write his secretary to get any answers from him or for him to finally write. You would think he would be embarrassed by this, but he does not seem to even care. Mediocrity is a real issue with this leader, no high standards and professionalism at all in responding to faculty. It is extremely frustrating working with or under him. How can he be a counselor or therapist when he cannot even listen? Very insensitive to faculty, especially during a pandemic. He is just an axe person for an incompetent dean, but now has shown our department how incompetent he is too. He should never have accepted chairing two departments, when he cannot manage it well at all. Paul never earned many of our respect for him as he never listened, never emailed people back, never showed the respect to us we deserved. He did not acknowledge us when we email him. Ignored our comments and concerns, he did not communicate, very poorly done job. To have three hour long+ meetings during a pandemic was completely insensitive and lacked compassion and care. Where did he get his counseling certificate? As an interim chair, he should not rock the boat and try to make so many changes to a department that he is not even versed in. He has overstepped his bounds and many have now lost respect for him. Too much ego and talking about himself and how wonderful he is. All the books in the world written are not as important as the peer-reviewed papers published in academia. Hypocrite. Not a man of his word. Not a person of honor. Does a lot of silly and goofy things for attention. Somewhat insecure. Paul is a puppet to the sneaky dean and it makes him look bad and sneaky too. Cannot believe they would all stoop so low with things they do in the COE. Why are all the admin at FAU second rate, most are always less of scholars than the true scholars, they are 2-3-4 authors on most of their work, and they have so much ego and want so much power, and always seem to do corrupt and dishonest things? Respect is not automatic. You have to earn it and you haven't. Stop all the fake and phony show, be authentic and real please! Missing the spiritual side to make him a good person. Lost all respect for him as he never showed true respect for the faculty he is in charge of supervising. Driven by ego, power, and greedy. He does not fairly evaluate faculty. He gives no feedback or detailed summary of an evaluation, his evaluations are lame, no substance, no help whatsoever. An ineffective leader who does not even get back to you or can communicate well. How can someone who says they are a counselor and therapist not listen, not communicate well, and completely ignore the people they work with? When you email him, he never responds back to you most of the time. Just blows you off. Is this the type of leader FAU wants for faculty here? After a semester as an interim chair, I now know why he was not selected as our COE Dean or the Grad. Dean., second rate at best, mediocrity is his MO. He is almost never first author on any of his search work. Seems insecure, jealous, envious, and not as successful as he would like to be considered so being a chair and having the power is abused. Does not treat people he has to oversee in a department with respect, bottom-line. Huge suck up, kissup, and yes person to move up. Less than Mediocrity is his MO here. Don't expect much of quality from this one! Seems like more like an ax man for the dean Very sneaky, cunning, conniving, underhanded, ambitious, not a man of his word or a person of honor Has rose to fame on the shoulders of giants, he is always mostly 2nd 3rd, or 4th author on most of his work and publications, he has used others to move up and obtain his power, but really has not been a true scholar himself. Paul as a chair completely dismisses people and ideas. He does not listen. It is as if he is on the mission for his boss and shows now expertise in counseling or therapy or care for others.

We need a new dean in the COE! We need a better Provost and President that are present and visible. The FAU admin. allow too much mediocrity. They have too many people who are not even tenured or promoted or have a professor title in admin. like Julie Golden Botti Ernest Andrew Brewer, neither could get P&T and were denied and are not even professors yet are admin, here that have kissed their way up, this is what FAU admin do, they promote all the kiss ups and people who cannot even obtain P&T or become a professor to be in these positions, this was the same problem with Diane Alperin too. FAU has a lot of bad leaders, non academic admin. who really are not qualified to be in admin. and this is what brings the institution down. The greedership at FAU is so blatant. Class sizes are too large now. Making faculty lug so much to a class to teach and taking away their classrooms and storage inside where they used to teach. The remote campuses are run by people completely out of touch with what all colleges do at those campuses and hurt faculty and students. Offer early retirement for all faculty who have 20+ years of service regardless of age please! In the past 5-10 years FAU has really tanked! The quality and care is so bad now. They want us to be a Tier 1 Research university, but make us teach 2-3 classes each semester with 40-50 students in each class, how can we do research and teach so many students as one professor without any grad. support? Hire from within administration who are full professors and have gone through the ranks of professorship and shown real leadership in scholarship, make them the deans, assoc. deans, directors, etc. There is too much kiss up and yes types of people who move up here in all admin. positions, but are non-academic and were even denied P&T and not even professors, yet are supposed leaders over top quality faculty who have gone through the ranks. Stop all the meetings and travel to so many campuses. Less Zoom, less driving, online teaching, more support for faculty and students, put faculty and students first in all. Get faculty raises each year. FAU's salaries in the COE for full professor is very low. Increase salaries, provide more market equity and merit pay for faculty. Stop the mediocrity, stop the greedership, stop putting yes and kissup people in charge here at FAU, FAU has gone down the tubes now and should not be flying its flag too high, too much mediocrity here! Get a new president, Provost, directors of elearning, and COE Deans! Jupiter Campus Leader took COE classrooms, space, storage away from us, making us now lug a lot to another classroom, no thought about how we teach in the COE. Mediocrity is rampant here. Putting 40-50 students in a COE classroom shows the dean does not care about quality instruction. The college of Education Assoc dean under the dean, they don't work well

What suggestions do you have for FAU administration?

together at all: Very poor communicator He never responds to your emails or concerns. He completely ignores you or dismisses you and your questions and concerns. He leaves you hanging. Leaves you in the dark. Hypocritical. Kiss up and yes person, major ego and very bad leader. He does a lot of really corny things with his jokes, cartoons, songs, and weird ways. "Acts" out a lot. Real foxy, cunning Seems to be somewhat duplicitous and ambitious to move up, it is all about money, no quality here, cannot even get back to you or respond to emails. Is not professional or polite, he never almost ever responds to your emails or concerns. He is not a gracious person. He should have been a standup comic instead. He loves all his jokes and seems really childish and unprofessional at a lot of meetings. Can anyone really take him serious or really respect him? Losing respect for all COE admin, moving in the wrong direction this year. Too much ego, is ego the problem for us to go forward successfully? Hope his evaluation helps him to get better for all of us. Burning too many bridges instead of building them. Bret, as Provost, as a suggestion, please implement annual evaluations for you the Provost, the President, all assist/assoc vice pres. Provost, directors, assist/ assoc deans, all admin at FAU, do not just rely on the UFF eval each year, allow all faculty to evaluate all admin at FAU each year internally aside from what the UFF does please. If FAU really wants to improve, hear the truth from faculty and do evaluations on all admin at ALL levels so to improve leadership and our direction so to move up and ascend. Also, it may help admin. gain more respect if they evaluate all admin. at FAU. The Dean of the COE uses assist/assoc deans who have never been professors or held any rank of professor, nor who have been tenured nor gone through the P&T process or ranks of professorship and who lack the understanding and rigor to go through the ranks, yet they oversee faculty and have no clue how to support and represent us and professors. Under this new dean, there are some real issues that have come up with how staff treat faculty now. The deans in the COE have allowed staff to make decisions about getting research assistance instead of chairs or professors. The deans have created a hostile atmosphere between the faculty and staff and secretaries and have made faculty not be able to trust secretaries anymore. There is a real TRUST issue that has been created under this new dean, a lot of tension now exists and professors cannot trust staff or secretaries any longer. Many of us here question his motives for coming to FAU and the COE. Most of our COE colleagues feel they do not trust him nor like how he handles situations or has spoken to us or dismissed us as faculty. We are not listened to by this Dean. Steve dismisses many faculty here whether intentionally or in a clueless way. This dean seems to be more influenced by the kiss up types and the ones that do things fast and dirty and he makes a lot of decisions based on their input instead of listening to the tenured/tenured tracked faculty. He seems to not allow the true scholars here into his sanctum and influence his decisions at all. My colleagues on the satellite campuses rightly have complaints that Steve never visits them on a regular basis nor supports their concerns on their campuses. Faculty at the satellite campuses do not get grad. research(GRA) support, nor support or effective representation for teaching, research, and service needs on those remote campuses. The assist deans have never even been professors themselves and do not know how to support faculty/professors, as they have never been professors themselves before. They do not support faculty with their teaching needs and accommodating classrooms and teaching needs. COE Secretaries in Boca and/or at any satellite campus should not be making decisions about faculty getting or not getting GRA research help. Chairs and Deans in the COE should make sure all campuses and departments have GRA's to support faculty in their research and a secretary is not in position to decide or determine this, which has been happening this past year in the COE. Jupiter COE faculty did not have any GRA support with their research like in previous years. This needs to be addressed and all campuses and departments must make sure all research faculty have the research GRA support they need to do their jobs. This dean seems to flip flop on almost everything he does or says. It seems like this dean really lacks the experience he needs to be an effective dean of a college of education. Just because you are an effective and successful researcher doesn't make that person an effective administrator or leader. Many people seemed to have lost most respect for this dean, he has been a huge disappointment for the COE and FAU up to now. There is now a real lack of sensitivity, compassion, nurturing, and care that seems to be lacking more now than Dr. Bristol isn't here as our leader anymore, maybe a feminine touch or sensitivity that is missing in the COE toward all people by this new dean. Very sneaky, cunning, conniving, underhanded, ambitious, not a man of his word or a person of honor The dean seems to have rose to fame on the shoulders of giants, he is always mostly 2nd 3rd, or 4th author on most of his work and publications, he has used others to move up and obtain his power, but really has not been a true scholar himself. Huge suck up, kissup, and yes person to move up. Less than Mediocrity is his MO This dean has not shown to always be a person of good will, as he does not listen to all sides and judges the ones he doesn't want to hear from, he even uses his secretaries to get people he doesn't really want to talk to out of his office fast by sending them in shortly after to remind him of another appointment. Does the dean not realize by doing this his own secretaries are losing respect for him as a leader? One of the worst deans so far in the past history of the COE. Hopefully the next year will be better, this year was awful. We have a dean who does not listen and shows weak leadership very indecisive and not inclusive of faculty in making important decisions. Why don't you have holiday parties anymore? No get-togethers or morale boosting events or community building going on in the COE. This college really has dropped, there is no collegiality or no family feeling anymore in this college, where is the real community? He just flip flops on all, doesn't listen, and is very top down, do as I say mentality projected by him and his chairs and deans. This dean does not even have the decency to get back to you when he says he will. This is not professional. The COE gives old refurbished low performing laptops to faculty to use, that are slow, have so many limitations, and not at all high performing to teach or do research with. They need to up their game and respect faculty and give better technology to their faculty. The dean made a huge mistake not trying to find an appropriate chair for DTL, keeping Paul for 1.5 years is excessive and we really deserve more attention and someone better who is in line with our area of specialty. More importantly, someone who can dedicate all their time to DTL, we have a part time chair now who does not respond to some/most emails. The dean should not let his chairs serve on Faculty governance committees, like GPC, FS, etc., there is a conflict of interest and some odd things happening when this happens and for quality control and ethics issues, the dean needs to stop this. GPC, FA, and all faculty governance groups should have tenured or tenured earning faculty only, not chairs nor administrators, this has never happened before. The Int. chair of DTL takes too long to give feedback and return annual evaluations to faculty. The dean should have better timelines in place. As faculty and teachers we have to give feedback back to our students much quicker. He does not even respond to some of our emails or even get back to us. Mediocrity seems to be commonplace now in the COE. The dean and chairs should not have so many such long meetings during this entire COVID19 hysteria and grounding. The Int. DTL chair is showing no consideration for faculty having department meetings so long during a pandemic, more than three hours. Very uncalled for. The meeting in March should have been cancelled. Where are the real leaders in the COE? Have more compassion and consideration for faculty and what we are all going through. The dean has the DTL chair who chairs two dept. having meetings that are so long and so frequent we are bogged down with meetings and they are too long, 3+ hours. We used to have two meetings a semester for three hours, now we are having double the amount of time for meetings, it is over whelming for many of us with kids, families, and a lot of classes. The Dean should allow the DTL to take the lead and make their own decisions on selecting their own replacement chair and not drag and say he is going to oversee and do most and we only have input into crafting the job description. This dean and his deans have created a lot of division between the faculty and staff/secretaries, faculty have been losing faith and trust in the staff more and more here now, it didn't used to be like this. The deans force the secretaries to confide in them and snitch on and report back about faculty issues. The COE has really seen admin stoop to the lowest level ever, this never happened before here. Faculty now lack confidence and trust in the secretaries of administrators here. Is this a good tactic for the leadership here? The new dean might not realize it, but in public he uses a lot of foul language in meetings and when talking to people. Using words like: hell, bitching, and others more offensive which do not

What suggestions do you have for FAU administration?

seem appropriate for a leader to use such foul vocabulary in public or in meetings in front of faculty and others. People find that offensive and unprofessional. Not sure he is aware of this, we have never had a chair or dean here talk so poorly before at FAU until now. We are not sure if he is a person of true honor. He does not seem to listen, he plays favorites, makes decisions in a top down manner without listening to all parties who are impacted. Does not show respect to all, seems partial from the standpoint of many of us. The dean seems to think he has to be too politically correct. He cannot even say "keep them in your prayers," he says "thoughts." There is nothing wrong with praying in any faith or talking about God. This new dean seems to lack spirituality, it really shows. There is a real lack of a moral compass or right/wrong religious upright way of doing things. Where are the ethics and morality today here? The past dean was a good Christian and lead with God at the helm. All her decisions were based on God and WWJD? This dean has nothing, devoid of any spiritual compass. So sad to see for the COE and our society as a whole. Instead of selecting a replacement chair that the department wanted, the Dean put another chair who already has too many other responsibilities to do more work and oversee a second department of a lot of faculty and this person has no time to dedicate to the other department and really do a good job and has set the department up for failure, not to mention the faculty suffer from an admin. who does not have time to respond to the other dept. fac. emails, concerns, problems, and properly oversee a second department. The dean put a chair in charge of two departments and that chair cannot handle the workload and do a decent job attending to the needs of the faculty, students, and staff in both departments Staff are frustrated and overwhelmed now as well as are faculty and students. It really has made no sense to pay almost double a chair to oversee two departments, yet that chair is overwhelmed and cannot do it or attend to all faculty needs well. Additionally, he is not at all familiar with the programs or it is not his area of specialty and it would have made more sense to use someone already in that department to work with the faculty and staff who would have more time to dedicate themselves to that one department. Now this has hurt two departments with this senseless action. He only seems to be an ax man for the Provost and does not really care about students, faculty, or having lower class size caps for teaching effectiveness. He has to be the worst dean the COE has had in the past 50 years. He has stripped faculty from teaching on their assigned campus due to his high 40 student caps he has put on classes at other campuses hurting all of us and our students. This Dean never listened to the faculty in the department, he did what he wanted, and now we all suffer and have lost respect for this Dean and the other admin. in the college. DTL just wanted the ability to be respected and select in a democratic way their own replacement chair and not have a new dean who does not know the department or college to do it for them. He had no business doing this on his own and not using dept. faculty input or listening the all faculty. This dean has spoken poorly of some people and departments saying some departments and people are broken or fractured, he really has no clue and to say such things is offensive and unprofessional. He never took the time to really listen to ALL faculty. He is new and really did not know the faculty or situation at all. This dean asked all faculty to send in a CV and one page self-reflection when he first arrived at FAU, which we all did, but he never in the entire academic year made an effort to meet with each faculty member individually in the COE nor really tried to get to know faculty well at all this year.

Please take care of "Salary compression" issue. I am a full professor and make less than many "assistant" and "associate" professors while FAU administration has been trying to take away the overloads from the faculty.

Listen the faculty voice and work with the FAU body. Deans are coming and leaving. Why? why the pillars does not work with FAU faculty outside the pillars? The staff in deans offices should be polite and respect the faculty. Many deans have unnecessary positions like the assistant dean of laboratories when the college does not have more than 5-8 laboratories. we need to change our original plans with pillars and move forward

We need fewer administrators.

The disconnect between faculty in particular tenured faculty and the dean in my respective college is clear and favored by the higher administration. I find the FAU current administration highly hierarchical, with very few contacts with the realities of faculty teaching whether online or in person. I find the current administration valuing more the numbers than the actual people. And this has been a trait even prior to the COVID-19 situation. One positive remark: the COVID-19 situation was handled very well by all administration members.

cluster hires in areas of strategic emphasis

FAU is a place torn between aspiring towards research with the mentality of a teaching college. The support doesn't exist to take the university to the next level but all the expectations persist. The BOT does not respect faculty.

Have salary reviews of faculty and staff and make adjustments for those who are below the means for their rank and in their units.

You have got to learn to fight for your faculty! We are in the trenches doing what we can to keep the university functioning. The climate is horrible and you must collectively change it!

Listen to the teacher and faculty members. Respect for those who teach students goes beyond words. Respect is shown by financially compensating ALL the faculty in a fair, equitable manner. Leadership teams should be comprised of members who are in the classroom with students - not just administrators.

REDUCE!!! the number of administrators at FAU. How many vice presidents do we really need? FAU administrators seem to forget that they would not be there if not for the faculty. Faculty is being largely ignored.

What suggestions do you have for FAU administration?

Get real and better leaders! Get a new dean for the College of Education! Listen to the faculty! Be more bottom up! Stop the mediocrity and dumbing down of our institution!

More faculty governance. More budget transparency.

Merge Academic Affairs and Student Affairs Replace the Chief Financial Officer and the Chief Administrative Officer Replace the Chief of Police The President needs to either restore his relationship with faculty to the level of his first year or to leave the university.

1. Push back against legislative narratives. It is incredibly painful to watch Tallahassee engage in budget hostage-taking during a global pandemic and see little or no clapback from administration. It is demoralizing, and erodes whatever trust there is. 2. Actively communicate a counter-narrative to the neo-liberal vocational training model that is shaping incredibly damaging legislation. Dean Horswell crafted a social media response on his own. Where were the other deans, VPs etc. defending the disciplines against the "Bright Futures" for thee and not me debacle? 3. Do the listening necessary to recognize the real, deep damage of racism and shape responses from that perspective. Does President Kelly listen to advice when crafting the most tone-deaf messages imaginable?

Ensure the units are equally resourced and supported to enhance the mission of the university. The social sciences systematically suffer at the expense of prioritizing the hard sciences. The social sciences are key to the future, but are not recognized as such by the University.

Lack of vision. Not a clear and realistic understanding of who we are and what we want to be.

Get all new leaders Listen to faculty Use a bottom up leadership style The college of ed dean talks about his vice for drinking alcohol too much!

R E N O U N C E N O W !!!!!

More transparency, honesty, and more DEI.

Faculty are angry. Administrators are money-starved which gets relayed to the colleges and departments and we are all expected to do more with less. That would be fine if it didn't negatively impact the quality of faculty work. Wanting to be an R1 is an admirable goal but you can't get there by taking away the bulk of the GAs, limiting the library budget, and not providing incentives and merits to those who do produce with less. This university is going downhill faster than a snowboarder on crack! PS. Budget transparency is a joke. No one knows where the money goes outside of administrative affairs and even that office won't tell faculty why they keep getting more and more money taken away from their budget.

Support the programs you have Programs cannot lose multiple faculty members and just be expected to take on more work. When a chair is told "no adjuncts, no overloads and no new hires" there is NO option when people retire or leave FAU. This is an unworkable situation and creates a very negative work environment.

The environment seems a bit negative due to the focus on incentivizing retirement and resignation incentives lately. Is this a sinking ship? I do like the hybrid environment that has emerged due to the pandemic because it creates less congestion on campus – and innovative work models could solve the parking and congestion issue that has been longstanding at FAU for decades, as well as offer an opportunity to reimagine uses of existing space.

Administration wobbled too much re protecting faculty from COVID-19. The union should not have had to step in to make sure medically informed actions were taken. Rutgers is requiring all students to get the Covid vaccine for Fall 2021. Other universities are sure to follow. FAU should do the same. Florida has the highest number of variants of all states in the U.S. What our administrators need most is courage: courage to do what is medically and ethically sound. Be opinion-makers, not opinion-followers. What influences people is not what you say—it's the conviction and confidence in your voice. At a time when we should have all pulled together and focused on the pandemic, we were presented with stories meant to divide, then deflected to racism. As for racial issues, our Provost was right when he said that we should be thinking in terms of "inclusion," not racism. In other words, define, then focus on positive attitudes and actions. Incidentally, FAU's bible on racism, "White Fragility," is strongly criticized by Columbia University's African-American linguist John McWhorter who wrote in "The Atlantic" that DiAngelo "openly infantilized Black people" and "simply dehumanized us." For a very different way of thinking about issues of concern, I would recommend Sylvia Britton Perera's "The Scapegoat Complex: Toward A Mythology of Shadow and Guilt." Perera's theory can be applied to all minorities, and it views the hunt for micro-aggressions (an FAU favorite) as a major part of the problem of "inflated saviors."

Cultivate a sincere understanding of faculty members' needs (professional, personal, family) and how these impact tenured faculty's approach to job satisfaction.

What suggestions do you have for FAU administration?

Stay abreast of the latest scientific data when making decisions about campus safety during the pandemic.

Value your faculty more with regular salary increases that is on par with FIU which is a comparable institution and professors in my field make at least 10K more than us, which is very frustrating especially when all we hear about is FAU wanting to become a R1 institution but without giving us funding to attend conferences or have the time to produce research as the administrative tasks of some are insane and not valued when you come up for promotion. Faculty should have a choice of producing more or participating administratively more in their department.

Resign. So fatigued of insincerity from top to bottom.

Practice what you preach admin. You are bad examples of leaders and second rate scholars who want FAU to be a tier 1 research university, yet make us teach so many classes with so many students, when do we have time to do research too? Give professors their space back and don't just force faculty out of their spaces, classrooms, closets, storage without allowing faculty to have input. All us to evaluate campus leaders too, where is the eval for the Jupiter, Davie, and Harbor Branch campuses? Faculty are evaluated by chairs, peers, P&T, SPE SPOTS students, etc. Yet FAU admin do not allow us to evaluate all admin. like assoc deans, assist deans, campus VPs, all other directors and leaders, we should be able to evaluate all. FAU gives the worst and oldest laptops and technology to use to teach with. No memory, no storage, no space, old, why can't you give us better tech and equipment to use to teach and write and do research with? OIT and elearning do not help faculty enough with tech issues and training. During the pandemic, the elearning leaders did very little to provide support to faculty for teaching remotely and all online. Give faculty better technology and laptops, the junk you give us is horrible. Faculty get all the junk and admin who do not teach or write or do research get all the best technology. Stop all the meetings and Zoom, we can go back to more calls, emails, and announcements, we do not need so many zoom meetings. So chairs go overboard with zoom and so many meetings, we do not need so many meetings, especially during a pandemic. Every two days FAU sends a health attestation to us, it is too much, one or 2 a semester, not 4 per week or every other day, overkill, overboard. Faculty just want to be appreciated. A Thanks, a bonus, a better laptop to use to work and teach with, better benefits, admin. to listen to them and email or respond back and show respect, faculty are treated very poorly at FAU and now to have to teach such large classes and so many classes with no grad assist and bad technology. Chairs rate faculty lower than they should, a professor can have 4-7 peer-reviewed publications in one year, and the chair will not even give them an Exceptional Rating, how unfair, it is not nice and makes faculty not want to publish or research or write more, where is the credit that should be given? Chairs and deans do not listen in the college of education, they ignore faculty, discriminate against older faculty, and show no respect or appreciation for all they do. Chairs give low ratings unfairly to faculty who have excelled in all areas, and they they wonder why the morale is low and faculty no longer want to publish or doing anything else other than teach when they knock them down so much after doing so much, what incentive is there anymore to do well, when there are no raises in two years, low annual eval ratings, and very large classes. Stop hiring outsiders from FAU. Promote leadership from within using respected full professors and scholars. Julie Golden Botti has no clue of being in charge of elearning and teaching online. She has never even been a P&T professor at FAU or anywhere and received her degree and moved up to a position without knowing how to teach or do research, she is a non academic administrator and is not a scholar or knows little about teaching online or elearning, this office never really helped with all the remote learning or training or anything, they do little and them and OIT do not provide high quality technology to use for teaching and doing research. FAU hires too many yes people and kiss ups to be in admin., who are non academic admin who have never held rank of professor through all ranks and are scholars. They do not use enough true scholars, this is why they can never rise to the level of high standards at this university. There is too much greed by FAU admin. They only care about money and making a lot while suppressing faculty salaries and not rewarding them. A lot of good faculty and researchers will not stay long at FAU, it is not a rewarded institution. Stop making faculty drive on I95 for meetings an hour, 30-45 mins or more for meetings for 2-3 hours, do all from their campuses and do not put them at risk driving on I95 anymore, always provide a alternative for meetings so people do not have to drive to Boca central for meetings, we should be able to do all from our assigned campus and not drive 1-2 hours to Boca for meetings all the time. So unfair!

where is the VP of research? What happen to mega millions that he was going after? How many deans are Permanent? How is the space allocation? why FAU does not provide enough scholarships to the students applying to FAU? Life is good but to be in \$100 millions research all have to work.

What suggestions do you have for FAU administration?

Understand the difference between a university and a business (corporation).

The FAU administration needs to push the state legislature to fill empty faculty and staff positions. We also want the FAU administration to see the work we are doing to recruit students even with COVID hampering the process this last year. If we build the faculty and staff and keep up with the maintenance of the facilities, the students will come and the reputation of our University as a competitive place to study will continue to grow. I get frustrated that so much focus was placed on buying technology in the last few years and that the desperate need for more full time faculty was deferred. Faculty recruit students, faculty mentor students and those students talk about their positive experiences in the classroom and in production work. The students need to have faculty members available to help them reach their goals. When we expect a skeleton staff to instruct, mentor and advise, complete professional research, be available for committee work and go recruit, our programs will not thrive.

Recognize non tenured faculty Understand the importance of teaching Put less emphasis in fund raising, marketing, and research. End cronyism.

(a) FAU needs to adopt budget model that does not rely on miraculous interventions for success. (b) Graduate students are shamefully underpaid despite the fact that they are the backbone of teaching and research in many departments. Their salaries are among the lowest in the state.

Faculty governance has been weakened in recent years, and the administration should take steps to strengthen it. One example of weakened faculty governance is that department faculty can no longer make recommendations on the hiring of new faculty. The legal arguments for that policy change make no sense when one considers that faculty committees do make recommendations on tenure, which have employment implications. To remedy this particular example, the University lawyers might be directed to work out a procedure whereby department faculty votes can be conducted and used as recommendations on who to hire. The addition of post-tenure reviews is another example on how faculty governance has been weakened in recent years. In the College of Business, the outcome hinges on the average annual reviews by the department chair. Thus, the faculty on the review committee are merely there for appearance because they do not have discretion to contradict administrator (department chair) ratings of the faculty member. To remedy this particular example, the administration might specify that, though annual evaluations can be considered by the review committee, they should not be part of any rubric, metric, or benchmark. On a different note, FAU is much too bureaucratic. Perhaps ad hoc committees should be formed at the University and College levels to review all rules and procedures and then recommend elimination of half of them.

Far too bureaucratic. Reduce multiple layers of approval, improve the work of those you keep.

Eliminate all the excess administrative positions and stop protecting unprofessional and themselves unproductive chairs who bully their faculty and create a hostile work environment.

Direct more funding to academic components of the university.

Stop punishing the faculty. Show some integrity. Be transparent about money. Care more about education than sports.

The recent focus towards "profitability" by the Provost's office is really starting to challenge the idea of higher ed. While there is a responsibility to be a good steward with the peoples money, we seem to be loosing sight of the idea that education is not a commercial venture and part of the greater good of society.

more equitable distribution of pay especially in college where there is such great disparity among salaries depending in which you department you work. more communication and engagement with deans and other senior leadership. close the gap between leadership and faculty, leadership and staff. create a more trusting environment, a more friendly work environment to build fau identity among staff and faculty.

The college of Engineering is doing Great Job. Great Leadership. I would like to point out about a couple positions: Asst. Dean, Lab Operations & Engineering & Technology: what is the purpose of the position and how FAU can justify the Job Position. I am wondering what the Assistant Dean have done the last two years? I hope the Dean is alert. The Assistant Dean is Invisible. Director of Development in the College has to read the news about Universities in Florida and develop his strategy. Example: The Knight Foundation has made a \$10 million gift to FIU's School of Computing and Information Sciences to develop technical talent. I hope the Dean is alert. Very low accomplishments from the Director of Development

No enthusiasm . No energy. No solutions. Please respect the faculty and the staff. Regarding our VP of research the research shows that being ignored by one's boss is more alienating than being treated poorly. The impact of absentee leadership on FAU outlasts the impact of both constructive and overtly destructive forms of leadership. The president needs to hire a constructive leadership which immediately improves FAU research.

I'm not sure. I'm still pretty new to campus so all of the inner-workings are still a bit of a mystery to me.

What suggestions do you have for FAU administration?

More transparency

Retire - we have become the worst state university in the system.

Stop selling racial division by hiring diversity managers and stop selling DEI. This is a marketing strategy for upping our place in the US News & World Report magazine. DEI will only irritate the faculty who have to sell racially biased information to their students.

Who is responsible for the fact that our sister universities (UCF and FIU) are now head and shoulders above us? Why does accountability stop when it comes to administrators?

Even though I am pleased with my job, I can see too much dissatisfaction around the faculty department because everybody knows they deserve the same treatment; the reality is different. When the Department directors made these decisions, the people in the department feel very disappointed.

More transparency, particularly with financial resources; what do we have? How is it spent? I get the feeling there is a great deal we don't know, and that administration isn't willing to tell us. Better communication of plans for the near- and long-term. I understand the difficulty right now of trying to predict where we're going as a university, but communicating regularly about what's "going on" is important. My guess is that administration thinks they are doing this already, but from a faculty prospective we really have little idea where we are going as a university.

This is the third university in which I've worked. I have honestly been a bit surprised with how little transparency there is relating to basic decisions that affect the university. I attend faculty senate and the recent budget meetings, and haven't gotten the sense, by an large, that the president is all that concerned with the university's educational mission. The provost seems to be largely uninformed about decisions being made in the president's office, or else does a compelling job of acting uninformed.

FIX THE BUILDINGS

The top down approach of administration is unacceptable. This is especially so given the symbolic rhetoric of 'faculty led' and 'shared governance' that are thrown around lightly but do not materialize in reality.

Above the level of Dean (mine does what he can) Retire and let someone who knows what a proper university should be, and who insists on reasonable academic standards rather than scraping the bottom of the barrel to boost numbers run the university instead of you! Not only do most of you not know what a proper university should be, but you seem not to know that you don't know. Either that or you are unbelievable hypocrites!

We need new administration, including trustees. People are looking for jobs elsewhere.

Recognize that we are doing all we can for our students, but also recognize that a significant proportion of students is taking advantage of the situation. While students may lie or cheat when stressed, flaunting lying and cheating is an awful culture to see develop. While I hope this is a minority of our students, even 20-25% of a class makes doing our jobs harder and less rewarding.

Be useful for something besides yourselves!

It should be embarrassing that all the other buildings around the Library have been upgraded during my tenure here but the Library has been NEGLECTED although it has been and still is a high use location on campus for the student population. It should be embarrassing to show the parents of prospective students the supposed place for discovery and research. Granted Dean Hixson thankfully attempted to refresh the interior and fix long ignored maintenance issues that Dr. Miller never dealt with. He was horrible. The staff know that there is a finite amount of time for our usefulness in the building. It has previously been verbalized directly that the majority of future positions currently in the library will be going to student workers. No stability, mobility and no future. Why leave suggestions to the administration when the sense of being invisible continues.

Fau has a corrupt administration that is only interested in the money that they can hide for themselves. They understand each other. While their rhetoric is always about the students it is clear that that they have no respect for faculty, their research, or their disciplines and that their main concern is the "fake facts" that they are experienced at proliferating. They have managed to alienate the faculty and the students; they have proven that FAU is not a credible institution and worse, they have no intention of improving the mass deficiencies that exist in every College. The College of Arts and Letters is the worst, with a Dean that has no problems openly lying and creating an atmosphere that benefits only his friends and himself. The fact that he is allowed to get away with this kind of administration can only be attributed to the Provost, who really doesn't seem to know what academia consists of or what a faculty member, college, or university needs in order to succeed. It is indeed a terrible situation.

What suggestions do you have for FAU administration?

Stop pushing so much hatred toward races, even lowering and making and devaluing white people now at FAU. With the push for diversity and social justice, there is a real slip to offend and hurt all other people if you are not diverse enough, respect all people, remove gender, race, colors, etc. from the picture and just respect all people. Stop sending multiple emails, the university sends, then the dean, then the associate dean, then the chair, we receive the same mails like 4 times, it is too much. It shows that the admin are out of touch and not in sync. Do more to make FAU an online university with more online degrees programs. Get better leadership at FAU, preferably, Full professors and scholars to be administrators, stop hiring kiss up and yes people who are not qualified. Use true scholars who are more first author on all of their research and work, not all these second rate 2-3 4 authors on all who really rose on the shoulders of giants, but they are not giants and promote so much mediocrity. There are way too many secretaries here who do nothing and give way too much attitude to faculty and cause a lot of animosity issues for faculty and admin. Do we need so many secretaries when faculty do all now, we type our own manuscripts, enter our grades, can do all, we do not need so many people. Respect faculty and students to allow older faculty 55+ to work from home for 1-2 years teaching only online until this COVID pandemic has well passed for a year or two. Make pay more fair for all people. Some faculty have finagled their way to get very high salaries, like Schoorman whitehurst, etc. yet other faculty have been here much longer, publish more and do so much more and make so much less, make it fair. All salaries at FAU are published as we are FL employees, we know salaries, make them fair, some people are sneaky and finagle to raise salaries so high compared to others. There is not fairness and justice here with these inflated unfair practices. Some faculty use diversity and social justice to climb the ladder to make more and make these huge issues so to make a lot more money at FAU than other faculty, there is so much inequality in salaries in the name of diversity by some here. Some like to make all out to be racist when it is not at all race at all. Just to cause problems. Stop all the hate and hypocrisy by some here. People have the right to vote and support for who they want Dem or Repub. If you are conservative or against abortion, you have a right to be prolife and conservative, the university has become too political and need to respect all people and who we want to vote for, if we want law and order, respect our opinions. We all have our rights to our own views, opinions, and values, different from others, respect all, stop pushing a one sided agenda of hate and hypocrisy here. Overall, the admin at FAU are unsatisfactory, they need to improve and we need new leadership as a president, provost, College of Ed deans, etc. Stop all the top down leadership, do more bottom up leadership let faculty select their own chairs and leaders and have more say and input. Dean Silverman never allowed The Department of Teaching and Learning select their own next chairs, he is a control freak, he never responds back, is top down, he puts an associ dean and chair of another department in charge who does not even respond back to you. We are now being forced to merge with another department, yet it is not bottom up, forced on us. Dean Silverman does not follow the FAU COE Constitution and breaks our laws and rules, forcing us to merge without our consent. The College of Education is now run by an ex gym teacher and sex couples therapist, both completely out of touch with a College of Education and its needs. Neither of them respond to you, they ignore you, they rate you low, they do not answer your emails, they are top down, abolish courses and programs, try to break rules and not follow our constitution, and are overall very poor leaders, unsatisfactory leaders for the COE and it faculty and students. Very demoralizing work conditions from the COE leadership. Two of the four COLlege of Education deans are not even professors, one was denied P&T here at FAU, yet is a dean now, the other was never a professor and is not at all academic yet a dean. Stop putting non-academic people as administrators at FAU in the COE and in all FAU admin. Stop the mediocrity at FAU! Strive for higher standards, set an example, stop using all these kiss up and yes people who have never even been a professor, have a professor rank and P&T. Raise the bar of leadership better at FAU.

I understand that administrators are probably just as overworked as the faculty but it should be part of their jobs to communicate with and respect faculty.

What suggestions do you have for FAU administration?

The news is never good at FAU...we are always in a budget crisis. And while faculty inevitably take the hit in budget reductions, administrators toot along paying lip service to the reductions and commiserate but are never personally effected. Frankly, the university could save a lot by reducing the number of vice presidents, assistant/associate provosts, assistant/associate deans, etc. Does anyone really believe that a dean or president is really worth what they're paid? Let the deans, directors, provost and president earn their salary by performing rather than delegating to their assistants and associates.

Realize that every passing liberal fad is not how the rest of the real world works.

The administration demonstrated a complete disregard for educational quality and health and safety during the coronavirus pandemic. The drive to reopen was as poorly planned as possible, producing confusion, risk, and poor educational outcomes. Pedagogy was disregarded in the interest of short-term promotion of the school as "96% reopened." A significant amount of trust has been lost in this process.

Treat faculty with respect, appreciate faculty who are dedicated to FAU.

There seems to be an ever-ending call for revising all sorts of standards and criteria but with not enough time to do a good job. Also, the administration quite often sets up programs without properly assessing the effect they will have on our ability to do our jobs. One example, requiring professors to be in a classroom where no one ever shows up and to be operating remotely at the same time. Why not just have all classes totally remote. The administration should also fight more vocally with the tendency for state legislators to set agendas for university curricula and scholarship priorities. Generally, the administration does a decent job, but the amount of work for faculty seems to keep increasing without comparable increase in resources.

Please understand that all departments are valuable & that currently we do not feel that coming down from up high.

For fear of retaliatory actions, we do not feel comfortable making statements even in an anonymous survey.

Please provide more financial support to the library, especially with its pending dean search because the last one went badly. If this uni. wants to get its R1 designation, it should give the library support so it has the resources to provide 21st century services because it is a valuable (though frequently overlooked) part of a uni's research infrastructure. I think the administration has improved a lot these last couple of years with listening to its faculty, but many still feel discouraged and not supported with the increasing demands. I also think that the university is chasing many avenues at once and with too much emphasis on STEM to the detriment of humanities which provide much of the critical reasoning, creative thinking, and ethical perspectives that drive or underpin STEM. Please do a better job in treating humanities as a collaborator, one that can accentuate STEM, and also be an intellectual and cultural benefit to our students.

President is invisible. No faculty contact at all.

More promotions within FAU employees and not get promoted by who you know. Hire more people of diverse backgrounds in administrative positions not only white people.

There is nothing that even resembles competent, ethical leadership. Start by being fiscally responsible and actually investing in the REAL mission of the university which is ACADEMICS - not football and pillars which are both a huge and costly failure.

The administration has to put a greater focus on actual teaching and less focus on research. The College of Business only rewards research and fund raising. The actual teaching comes in a weak third. Our Dean did not contact faculty ONCE during this entire year of the pandemic. We received many messages from Dr. Kelly and from the Provost. Dean Groper met with the department chairs- but never once wrote to faculty or staff. He did not send even ONE email to faculty regarding the pandemic. His lack of appreciation or acknowledgement of the people who work for him is astounding.

We need significant diversity in FAU leadership at the college and university levels. Until then, leaders will need to have some intensive PD to begin to understand how - despite their progressive credentials - they have much work to do. I now work in an institution where up and down the chain of decision making, it is white men making decisions, consistently excluding people/women of color, who are used mostly for the "work" of the institution but not consulted in the decision making. Wasn't this supposed to have ended years ago? The talk of FAU being a model for DEI is laughable in this context. Decisions should be made on moral grounds, for the collective good. Ideally, not by someone trying to pad his CV/resume for his next leadership position.

What suggestions do you have for FAU administration?

The provost and dean of COE need to retire. The provost office needs to learn to trust faculty and not treat faculty like children. Please do not create any more forms for faculty to have to complete. The drop and do culture is oppressive. Gender and age discrimination are pervasive and need to be addressed.

We need to make FAU a more fair and equitable institution for all, especially our minoritized populations on campus.

Maximize productivity and faculty contentment by creating an infrastructure that allows employees to contribute to the mission in different ways and be valued for those contributions.

The administration is bloated and could be reduced dramatically without negatively impacting FAU's mission. We need to hire additional faculty to meet the needs of the increasingly larger student body.

Remove the education dean. He is incompetent, inexperienced, and is doing damage to graduate programs and morale. He whines and complains about what he inherited from the provost. And complains about how faculty need to change (without providing specifics about change).

Try to think more out of the box; be creative; come up with a viable and inspiring vision for the future. Do some serious fund raising, rather than rely on securing easy money offered to the university for buildings and certain programs. Change the front image on the website for the university about once a month so as to inspire our students, staff, and students.

Better support for faculty and staff. Transparency in resource allocation. Better communication between faculty/staff and administration (both ways).

committees are assigning lots of outside work/research with little time to complete no clubs for this year

End of Report