

2007 Faculty Survey Open-ended Question Responses

Any comments on any of these administrators (President or Vice-presidents)?

In general, I don't feel that there is good communication between the higher administration and the faculty and I often feel that the two groups have somewhat different agendas.

I look forward to the next ten years when most of these administrators (that impact my life) will be gone.

There does not seem to be a clear understanding about how to promote research on campus. On an administrative level there seems to be no commitment to bringing in individuals who have fostered successful research programs at other emerging universities. Rather there is a policy on in-hiring those already indoctrinated in the system at this university is at best poor at promoting research and intellectual growth.

I was shocked that the president's salary has gone up by about 50% over the last few years. It appears to be a case similar to that of many corporations: the board rewards the CEO regardless of performance. The president's performance has been acceptable, but no more; his salary is more commensurate with 'outstanding.' Academic VP seems to respond to relatively minor problems by taking them under her direct authority, which she really can't exercise on a micro-level anyway.

I feel that the policy of non-negotiation with faculty candidates is a mistake on the part of Dr. Covey. Many well-respected and accomplished potential faculty members will not consider a teaching position with a university that will not at least consider some salary and benefit negotiation. Additionally, the policy that no class meetings may be cancelled is a relic of the 1940's, and has no place on a modern university campus.

Busta really making paying dividends. . .

Incorporating faculty for the grade replacement policy was really excellent. Upcoming initiatives to involve faculty for review of tenure and promotion are really beneficial.

Hurricane plans (pre- and post) would be greatly appreciated. University currently makes decisions about closure too late; resume classes too early. Faculty and students both suffer from lack of foresight and planning.

Personnel are not adequate for the job of supporting the department.

Neither, especially Dr. Covey, has a grasp of what (to use the old category) a REGIONAL comprehensive university is.

Unrealistic workload expectations

Pat Covey is leaving, thank goodness. She has played favorites for along time making it difficult for needed things to be gotten done.

Covey would more appropriately be in the classroom than in her present position.

The very definition of 'matters vital to the mission of the university' is open and needs faculty input. Probably, the 'mission of the university' actually needs reexamining. Medical school, Business, yes, yes, there is the money, but what about 'promises' and 'commitments' and 'initiatives' related to the arts and social sciences specifically. Thrown 'bones' as a distribution of resources; is the U. committed to a mission where the arts and social sciences are actually envisioned as the bone yard? Is this a conscious stance?

I would have preferred that the administrators were separated in the preceding questions (#3). I don't think the President is doing a very good job overall. That brings down my ratings of other administrators, who for the most part, are more effective and more in touch with faculty concerns.

I have had little to no direct interaction with the university leaders. It is difficult to have informed opinions to these questions.

Decisions are rarely based on sound academics, only business decisions. The Senior Vice President for Academic Affairs is totally out of tune with the faculty she is supposed to represent.

I think the leadership should be more innovative and forward thinking.

Show respect for faculty input.

It is really time to address the problem of filling lines. There are many departments that sorely need staffing. Their staffs are supplemented by adjuncts who hardly rate as good teachers in many cases. The University is not addressing its mission statement of good teaching. It is imperative that positions be created, so that departments can grow and become more competitive.

Overhead outrageously high. Many faculty underpaid. Unable to commit funds for future gain when a perceived risk is at hand. Historically cannot invest and/or risk funds for future development...legacy of USA.

Focus more on faculty research. Take input from university faculty regarding teaching. Increase funding for graduate programs.

Initial hurricane response lagged behind the University of Iowa. They wrote my daughter in the first week to ask about her welfare even though she lived in Iowa.

President needs a PhD.

We have two academic flunkies running the university!

Why is it that with the Foundation sitting on millions we cannot have more lines? How long has it been since a new line has been given to any department and what is the problem? Is our enrollment not increasing?

I do not like the 'business model' used by administration for making educational and leadership decisions. Views of the future of education should include more than just the economic bottom-line.

I wish USA had a president with a doctoral degree.

University has made tremendous progress under their leadership.

Respect faculty—not just fellow administrators.

The unhappy state of faculty and the sentiment of being left out of decision making reflects on upper management

They offer no respect for the work of those that have given years of service to medical education. It appears that your plan to get out of the medical school business is coming along nicely.

USA Medical Center needs increased support and a vision for the future that places it in a lead role for healthcare. It is time for a new facility and a new commitment to this mission.

Dr. Covey is providing a true leadership.

Sometimes administration has over-reacted to some concerns that could have been handled with less drastic measures. For example, the limitation of staff employees teaching classes as an adjunct. While there were a couple of problems with people teaching too much, the solution created more problems than it solved (more adjuncts

needed to be found, competent instructors who taught excellent classes could no longer do so). While it is true that keeping folks out of the Press-Register and off of news channel 15 is an important goal, it should not drive policy.

Need to be more pro-active.

Any comments on your dean?

It has been decided by the majority in the Faculty Senate (2005-6) that comments relating to specific deans be made available only to the Chair of the Faculty senate, the President, and the Vice President of Academic Affairs.

Any additional comments on Section II?

Graduate assistantships need to grow dramatically to promote the intellectual development of academic departments

If you can't conceptualize and write a successful grant proposal, you shouldn't get the grant. Team should train and assist faculty, hands on.

The Office of Sponsored Programs has little interest in the humanities and social sciences as far as I can tell, and is unfamiliar with how federal grants work in the humanities.

In the courses I teach I seem to have two groups of students very good to excellent and very poor. I seem to be missing the 'average' student.

We need to raise our standards for admission as Auburn has to attract more qualified students. Many students we enroll are marginal at best and are not ready for college. More is not necessarily better.

Our department has a professional graduate degree that is not under the Graduate School, which eliminates the option of Grad School funding for GAs in that program.

Recent—external—funding of MCOB library should be lesson learned for entire university. USA needs to work to obtain more funds to attract high quality faculty and provide high quality facilities and resources.

Grad stipends still way to low to be competitive with other universities

All students should take a basic writing course. Most of them have terrible writing skills.

Need more funded graduate assistantships

Yards are embarrassing. Jr. College looking.

The pre-requisite for admission is to be able to write a check.

The salary paid to graduate assistants is so far below market value it is embarrassing to try and recruit quality students.

We do not need a 'generic' grant writing team on campus, but need to develop centers of research excellence and hire people in those centers who are proven grant writers.

OSP was great in getting the paperwork for my grant completed very quickly. Students are less and less able to write and reason. This is not due to the admissions process but to NCLB lowering the quality of education in public schools. We do not have enough graduate assistants nor are we allowed to use grad assistants to assist in the busy-work that keeps those of us with heavy loads from getting the research and publication done. Grad assistants are not usually capable of doing research-related tasks without so much supervision that we might as well do it ourselves. However they could help free us up to do our own research if we were permitted to use them as TAs.

We are seeing fewer numbers of high-quality students in our program. I think the retention focus on intervening with students encountering difficulties is helpful to deal with maturity issues and setting expectations, but we are seeing many students in our program that struggle with the program difficulty and seem to be floundering. They are coming into these classes ill-prepared academically and don't seem concerned about doing what needs to be done to succeed. Mediocrity seems to be the norm.

Question 9 is ambiguous. Did you ask us to rate how likely we see OSP providing a grant writing team OR how desirable we think such a team would be? I assumed the latter in my answer. A grant writing team would be an immensely valuable addition to the university.

Very poor quality control in admissions. Too many students who cannot write effectively, or think critically.

Any comments on Section III?

There are too many 'protected persons' in the College of Education. Whatever they do is better than anyone else and often this depends upon a 'personal relationship' instead of job performance.

The computing support is incapable of providing efficient service because of the volume of requests. Computer resources for up-keep need to be improved.

The computer and web services are so limited as to provide a hindrance to performing my expected duties. Limited web server technologies in place, even more limited web expertise. Very limited services in medical field with outdated radiologic and lab interfaces. At this rate, we will be the last university health center to adopt an electronic health record.

Ask the question a different way: Would a performance-based course reduction benefit the research mission of USA? Emphasis is on teaching in our assignments but on research in our evaluations.

Tenure and promotion in my department has been done properly. Some departments are factionalized, and in the recent past membership in the 'right' or 'wrong' faction has had more to do with tenure and promotion than genuine merit. I would like to see the Dean of the College overrule department/chair recommendations when they reflect such situations.

The University needs a real CIO NOW.

Is there an IT help desk for students and faculty to contact with computer issues? If so, why it is not advertised and promoted. My students typically come to ME with IT issues, and I am not certified to help like an IT help desk.

Putting recruitment of faculty and chairs together created a problem for me. I am satisfied with faculty recruiting but very dissatisfied with our chair.

Expectations (tenure and promotion) are ambiguous, at best. Nobody knows what is expected. We're already paid 20% below the market (in MCOB), so we continue to lose good faculty far too often for all of the wrong reasons. In addition, although in the past USA's focus was on teaching, now that USA has become a more 'balanced' institution (i.e., equal emphasis on teaching and research) research support is lacking. Institutional support hasn't 'caught up' with the demands being placed on faculty. More research output requires that we be given more support! Lack of summer research releases also limits our ability to recruit quality faculty, since all of the comparable schools offer research release/support for summer. At the very least.

If you are not in the 'upper half' or one of the favorites, you get such a low increase (1.5 – 1.75%) instead of a 3.5 or 4.5 as the VPAA office states. The Chairs really nail you if you don't say exactly what they want you to say and do exactly what they want you to do. Especially true of Feldman. He really carries the grudge thing for years and never ever backs off.

Online course technology is lacking

Dean Hayes now requires that certain faculty searches in the College have committees headed by an associate dean and with members from across the college. The committees have little idea of what the faculty member will do and are not capable of selecting candidates who are genuinely qualified for the positions. The dean has done this so he can manipulate searches to his desires and change or eliminate areas of specialization he wants to eliminate. He has taken the choice away from the faculty in the area of specialty of the search (as it used to be). He has manipulated the searches through delay tactics and convinced candidates he did not want that they would not have a pleasant experience at USA. He has ensured that candidates that are highly qualified for positions (better than those who get interviews) are manipulated out of the search or not granted interviews even when those candidates are recommended by the faculty specializing in the area of the search.

Too little computer support

The campus needs to be more Mac friendly in computer services. Some of the email services and other USA bureaucratic stuff is not useable on a Mac. I would be VERY annoyed with this if I were an administrator. My chair has to have two computers, a PC to deal with the administrivia and his Mac to deal with his personal research stuff.

I would like the Computer Services Center to be able to repair or service computers instead of having to send them to a private company.

The \$1000.00 offered by the University for faculty travel is an adequate amount. All faculty should receive this money for travel. Faculty members that attend meetings in the Fall have an unfair advantage to faculty who have meetings that they need to attend in the Spring semester as funds are depleted by then.

There is no triage of computer related problems. I often have to call three different numbers to get help. While it may be clear to the people at IS what is meant by a certain term (such as USADIR log in rather than ADMN), it is not so to the rest of us. Communications with the rest of us is not clear. There are no clear cut lines of communication concerning who to contact or what to do about computer/information services problems. Causes a large waste of time.

What is going on with the search for Vice President for Research? That search has been erratic and apparently unfair in that one candidate appeared before the faculty at large while the other one was not.

I have concerns with Instate reimbursement. If I attend an instate conference and have to deal with the per diem I usually come out way behind. If I go to a national conference it's ok because the room rate is paid rather than per diem. I feel that it is important to participate in state conferences but if I have to pay out of pocket I will continue to limit my participation.

I was very disappointed with the university's method of awarding the equity raise. I am also very dissatisfied with the way performance is measured and the lack of information faculty receive with the methods of awarding and ranges of raises within the department and the college. The university provides almost no leadership and expertise in this very important aspect of human relations. Departments, I believe, essentially flounder when it comes to assigning performance scores to individual faculty. And now, with equity raises and yearly raises the way they are, the stakes of performance rating score have increased substantially.

I am very disappointed with the way our department handles tenure and promotion policies and rewards faculty and handles search committees not the college overall.

The diversity of our research and academic program is limited by the pattern of hiring our own graduates for faculty positions.

Clinical practice is not supported by the department or the college, yet is very important to my career and to my abilities to bring current real life issues and cases to the students.

In terms of tenure and promotion, I think the candidate should be informed prior to June. Most universities inform candidates of the progress at each phase of the review, and at the latest, inform them of the final outcome by March of a given year. The COE is in the process of reviewing the tenure/promotion guidelines and procedures, and I feel confident that something positive will result.

With respect to performance review of CoM chairs, this has never, to my knowledge, taken place. In a related context, assignment of annual salary increments at the chairs' level takes place without a performance review and instead seems to be based on the 'philosophic similarities' between Dr. Strada and the faculty member.

I think that the reason junior faculty leave is that the salaries are too low in the Humanities. USA will be a revolving weigh station for people to not wait until mid-tenure or tenure to actively and aggressively seek out other career opportunities.

The e-mail system is poor. Too often I send emails that never get delivered. Often, attachments don't go with emails sent. There's no easy way to divide spam from regular emails.

I am given no time to do research because my teaching and administrative loads are so excessive yet when it comes to promotion and tenure, I will be expected to have research and publications done as though my schedule would allow me to do this. That is next to impossible. I already work a 40 hour a week schedule here, take home about 20-25 course of work on the week nights and weekends and still don't get everything done I need to do. I am burned out emotionally, physically and mentally and doubt very much I will stay at this university much longer. The expectations for faculty in my department are absolutely absurd. I have researched my load pretty extensively against my peers at other universities and this research has truly confirmed for me that I am pretty much a fool for staying here if my goals include quality teaching along with time for scholarly activities

Our department has a long history of being able to conduct an ethical search. The dean and upper administration are aware of this, yet apparently do not care. The same thing applies to tenure and promotion in our department—a long history of failing to tenure and promote faculty. Administration knows but does not care because nothing has changed in our department for years.

Adding an additional course to the faculty load will have a devastating effect on initiatives important to this university and community. Most regional universities that are comparable to USA in terms of size and student population have 3/2 loads. Increasing the number of courses will also have a negative effect on recruitment and retention of new faculty.

Need more Internal Medicine faculty. High service demands limit ability to pursue scholarly activity. Lack of successfully recruiting faculty will further increase dissatisfaction and burnout which may lead to further attrition.

Junior faculty are rarely advised on the nature of promotion and tenure. There are resources available but the actual nature of the 'game' is not communicated. Failure to be promoted is often a surprise to many who deserve promotion and tenure.

The computer services folks do not engage faculty in any of their decisions to the best of my knowledge. One particular bone of contention is the recent shift in the site license for SPSS. Not one user on campus was contacted when the decision was made to change to the network license. In the middle of my summer course, spss started crashing in our labs, and the new version did not contain all the components of the previous version. Any site licensed software that is used on campus ought to have a user's advisory group. That way, those folks can have some voice in how things are site licensed.

Promotion to full-professor appears to be a black box.

Dean selects same committee members and does not invite newly employed faculty to search and/or promotion committees. Promotion process has longed been viewed as highly biased and discriminatory.

When you ask if I am provided with adequate resources to do research and travel to professional conferences, I answered 'YES' only because my own grants provide me with those resources. As with all university paperwork, reimbursement for travel expenses is SLOW and often at least 1 cycle of credit card interest occurs, which we do not get reimbursed for. Computer Services are extremely under-staffed and we desperately need to add staff with LINUX/UNIX experience. The service that they do provide is always of a high standard.

Any comments on Section IV?

The Biomed Library is outstanding, always willing to help. Change to some ILL articles available free to faculty is a very positive change.

Library should obtain Proquest Historical newspapers.

The biomedical library needs the funds to have print, or at least electronic subscriptions to the complete Nature and Cell family of journals.

All faculty should have access to the biomedical library—many of us outside the College of Medicine have related research interests.

Of the 15-20 most critical journals in my field, the university only subscribes to about half electronically, and less than 10% in house. The library staff and support are excellent.

Awesome and current technology. Very helpful and knowledgeable staff. If only all departments could be run this well.

Questions unclear

We have made requests through our departmental library committee that have been rejected because of lack of funding. It is unclear whether we as a department have input on what electronic or print items are procured for our academic area to better provide needed resources. In other words, let the departments help the library keep current on materials and databases in academic areas, and how the funding for the resources in that area are used.

Library staff always helpful!!

The University needs to allocate more resources to the electronic library. Every journal the library receives in print should be available online. Also the library should dedicate staff and resources to make electronic copies of journal articles for faculty. When traveling or otherwise away from the library and in need of the article, if the library has the article in print then I'm out of luck. It would take a modicum of effort and expense to provide this valuable resource. Moreover, if this resource was provided then there would not be that great of a need to make every USA in print journal available online.

These are the best folks on campus. Great services!

Our department really does need a larger allocation!

My response above is based on the assumption that the last three questions refer to the Biomedical Library. Otherwise the answers for the last two questions would be 'very satisfied.'

We need to subscribe PROJECT MUSE—every institution I have ever taught at has it and it is a fundamental tool in my field of study

The biomedical library should not charge faculty members for late books.

Aren't some of these questions repetitive?

I recognize that there are a large number of on-line journals, but I would like to see more availability.

I was very glad to know that faculty will no longer be required to pay research articles requested through inter-library loan. That was overdue!

There is no static nature to the university computer based library system. Outside access is unreliable at best. The search system is continually changing and poorly organized.

Inter-library loan is great as is electronic journal access.

Of course, more books are always needed, and it would be nice if we could somehow get access to the most recent journal articles instead of the delay found in those articles in JSTOR.

Any comments on Section V?

The chair of my department restricts my academic freedom. I feel it is unfair.

This university could move up in quality with stronger academic leadership and less preoccupation with the medical school. It also could do much more to retain faculty by hiring their spouses. I am aware of two cases in the last five years where spousal hires would have not only retained strong faculty members, but brought in new faculty who were highly capable and would have significantly enhanced the university's reputation. Instead there is a rather churlish attitude here that this is the best of all possible worlds and if you can't see it too bad for you! You won't find this attitude at Harvard. Re: academic freedom, I don't worry about it much in the classroom but rumors of retaliation for criticism of upper administrators are too common to be denied. The sexual harassment workshops of a few years ago were somewhat chilling, since the examples did not suggest clear criteria. The workshops left me with the impression that the university would not stand behind its faculty in the face of obviously groundless charges.

I dislike the city and state, therefore I would seek to move. The university has problems, but many institutions have just as numerous issues. However, I do think some of the policies from the office of Academic Affairs make the faculty less supportive and reduce the esprit de corps among employees. Additionally, when student leaders encounter difficulty with staff members, and faculty get involved, the faculty are not treated with respect by staff members. For example, the president of an organization I sponsor wished to reserve part of the pavilion at the intramural fields on campus, but was treated rudely by a staff member involved in the reservation process. When I stepped in to help, the same rude behavior continued. Where is the recourse, and where is the respect?

Faculty have sometimes voiced the concern that they could not criticize university policies without fear of some kind of retaliation. I don't know how accurate these concerns are, but they are present.

Express my opinion? Who would listen?

The only thing I would change about my employment at USA is to have clear and consistent guidelines for promotion and tenure, as well as general expectations for all faculty, given to faculty so that I can allocate my own resources accordingly in order to contribute to the college's mission and my own professional progress.

The leadership in Education does not take anything the faculty says seriously except for the favorite few. We have been told over and over every semester that what we, the faculty say, does not matter. Only the Admin. opinions matter. Yet they waste our time in endless meetings so they can look good and say the faculty took an active part in the decision making process. What a load of manure. Chilton and Feldman are the worst with Hayes a breath behind them. This used to be a fun, good place to work. Now it is job for a paycheck, at best.

Until this semester I would have never answered these questions in this section the way that I have. The College of Nursing has changed in the last few semesters especially since the spring semester. Morale is low. I remain hopeful that things will get back on track.

I am looking for another position and will leave as soon as I find one.

Like so much of education in this country, at this University there is a progressive 'dumbing-down.'

Faculty should be paid or given time to develop on-line courses. All course sections should have a limited enrollment—both on campus and online. Grading 100 papers is not the same as grading 20 papers.

I would be very reluctant to express my opinions about USA in a public forum. I would expect some form of retaliation.

Currently many of these issues are problematic due to bad leadership by our department chair

It appears that we are at the mercy of student evaluations! I feel like that makes it easier for students to demand less work while still wanting to achieve good grades.

My interest in relocating is motivated by the current, uninspiring leadership of the CoM.

I like being able to participate in the growth of this young university. But, I must confess, given our present state of salaries for some of us, I am looking to move to another institution or to non-academic employment?

I don't have tenure yet as I was not able to have my tenure brought with me from my former university nor the rank I deserved, thus I am not comfortable whatsoever to express my opinion before I have tenure for fear of reprisal

Academic freedom? At USA? Look at the grievance procedures and the unlimited power given to chairs and deans. Faculty can be dismissed or harassed on the merest whim.

I do not feel comfortable sharing opinions regarding policies.

I keep my opinions to myself here. Retribution is a reality at USA. Here's hoping this survey is actually confidential.

Too much is expected in terms of teaching, research, and service.

Teaching courses that one is not qualified for, such as freshman experience, or collecting data for TRACDAT are time consuming and distracting activities that have a negative impact on important areas.

University red-tape can make it difficult to get research projects established.

With tenure, can express opinions. However, there is seldom reasonable response to concerns.

Any comments on Section VI?

Textbook deadlines too early the music department rules in cultural activities. What else is there?

Senate should not allow untenured faculty to serve. Senators should be barred from holding administrative positions for five years. Bookstore deadlines are far too early for a given semester, and their timing involves no thought as to when faculty might actually be free to make changes. This has postponed changes I have made on more than one occasion.

I am in a division responsible for some of the cultural activities on campus. It is my view that cultural organizations on campus should be directly funded from student activity funds, and not have to seek funding through SGA. A portion of the activity fund could be directed to defray the costs of guest artists, program and poster publication, advertising, and audience development for all the cultural activities on campus.

The bookstore is expensive and uncooperative when I want to order less expensive texts.

This is an odd grouping of topics under one section.

Has the Faculty Senate even functioned this year? I haven't heard anything from them. They are not an effective representative body.

The bookstore staff is always helpful. The problem is affordability. Students claim they can get better deals online and it's hard to encourage them to use the bookstore for that reason.

The bookstore's prices are way too high. They prey on the needs of students. There are many great online sources for books. The bookstore is mostly a waste of space.

Textbooks are too expensive at the bookstore. Most of our graduate students buy their books elsewhere.

Bookstore prices are still exorbitant

Faculty determine the text AND the edition of the text to be used, NOT the bookstore as some there think

The bookstore is over priced and the cultural activities outside of sports are limited.

Any comments on Section VII?

Parking is more than adequate on campus. The Jag tram seems like a wasteful idea. It is rarely used by students and provides transportation between locations often slower than a person would experience simply by walking. This is money that would be better spent elsewhere.

Faculty parking should be limited to faculty/staff. This should not include 'special' permits - faculty parking is hard enough to come by without students getting special hang tags to let them park in faculty spots. Faculty parking should also be enforced better.

Jag tran for UCOM is a waste unless you do it right. routes are not timely, direct, or convenient for students.

I haven't used Jag Tram much but I think it is a great improvement for students. Faculty members may need to be a bit more careful about ending on time so that students can arrive at their next classes before they begin.

At my previous university, parking rules were strictly enforced. Students parked in administration, faculty or staff spaces were ticket AND towed within 15 minutes. Parking tickets were to be paid within 10 days or a warrant for arrest was issued (campus police were a division of the state police, and had this power). This was a huge financial boost for the university, and showed the students that rules mean what they say. I think there are plenty of faculty spaces on campus, and plenty of student spaces. The issue is enforcement. What would President Moulton do if a student parked in his space?

If you must continue to charge for parking can you find a more efficient way to pay for & receive a new parking hang tag? How about payroll deduction?

Question 46. There is always lots of parking places, the problem is to find one next to your office. Like in all campuses, there is abuse, most often by students. Stricter regulations, and higher tickets may help solve the problem. 47. Most time it seems like a waste of resources. But in certain hours it serves its purpose.

The Jag Tram is a waste of money and energy. It's hardly used.

Nobody uses JagTran!

Students constantly park in faculty parking and have the attitude that faculty should not get special parking. There is no real incentive for them not to park in faculty parking. Students are given faculty parking tags as 'rewards'. This needs to stop.

Encouragement of walking and using bicycles on the Jag Tran course should be instituted.

Students are constantly parking in faculty/staff designated spaces at University Commons during daytime hours. Parking area does not appear to be monitored for compliance.

Every time I have been on the Jag Tram, there has been loud Christian rock/pop on the sound system. It is both annoying and oddly ethnocentric for public transportation.

I LOVE the Jag Tram.

Ticket students who park in faculty spaces with an increasing fine for each offence.

It should go both ways, but you guys didn't build the road wide enough.

None

I wish they would ticket students at the beginning of each semester. There is never faculty parking at the beginning because students know that they aren't going to get ticketed so they take our places.

Students frequently park in faculty parking spaces, particularly at UCOM.

I don't use Jag Tram so I have no opinion on the quality of service. I do think that it is ridiculous to have this service for young, primarily healthy people. I believe it, thus, a poor prioritization of scarce resources.

Are you aware that some faculty are purchasing faculty hang tags for students?

I think that faculty spaces should be marked and designated to an individual for the year.

Jag Tram does not run often enough during the time period between classes. Consequently it contributes to student tardiness

It is unacceptable that faculty parking is so difficult in our area - there are numerous 30 min parking places that sit empty for the better part of the day. Employees in Meisler Hall have taken over our parking lot - this should've been factored in when that building was constructed and those employees were relocated. We are constantly bringing boxes of work and computers home and it's difficult to carry this load from a distant parking area - especially in the rain!

Jag Tram drivers should wear those old fashioned conductor's caps!

I have never been on the Jag Tram

Students are often found parking in faculty/staff designated areas and ticketing does not always occur. Students still insist on driving everywhere in spite of the availability of the Jag Tram. Hence, my answer to question 47 reflects my dissatisfaction with the effectiveness of the Jag Tram and not its operation (drivers, schedule, etc).

Any comments on Section VIII?

The dental plan needs to be optional (with appropriate decrease in premium) as I have the same coverage for free through my spouse—or else it can pay benefits along with those from my spouse's plan instead of, as I understand it, giving my family members no increased benefits. The one million dollar limit is quickly becoming obsolete.

In answer to question 58, I would choose 'none of the above.' I think it is possible to keep coverage for USA employees at a consistent rate, and more than that, should be a benefit of being a USA employee.

During the 9 month pre-existing condition period I visited a primary care physician for a check-up and routine blood tests (no problems were diagnosed or discovered). The physician visit cost was denied as a pre-existing condition! I also visited an oncologist for follow-up for a pre-existing condition. Some of the costs for this visit were covered!!! Based on this experience I feel I need more education regarding our health plan.

Addition of the dental coverage is excellent. Options for chiropractic care are reasonable.

My family no longer uses USA doctors. We go outside of the system to receive quality health care.

I would like to see an employee + 1 (i.e. employee plus one child, or employee plus spouse) option added for our health care plan. Many could benefit from a modest rate reduction that may be possible for this plan option.

A bit disconcerting to not have a hospital to call our own.

Health providers need incentives to stay. Changes occur too frequently.

WE need USA services on the Eastern Shore.

Many services are not available at USA Hospitals forcing employees to have care at high deductible institutions

The employee pays only a portion of premiums, whereas the employer pays a portion. Any increase in co-pays or deductibles, therefore, is paid entirely by the employee.

It has become difficult to schedule an appointment with a specialty physician. You hurt your knee but have to wait several days to see the leg specialist. The suggestion at the office was to go to an emergency room. I went to a non-USA doctor.

I find it a bit unfair that the cost for the family plan is the same to cover ones spouse as it is to cover a family with several dependant children.

I only used my insurance for one prescription all year (an antibiotic). The price without insurance was ~\$65. With the insurance I still had to pay almost \$50. I think this is very unreasonable that the insurance only paid about 25% of the amount. We should be able to do better than this, especially for the first few prescriptions of the year. Maybe a graded system where the first few prescriptions are free and later prescriptions require a higher percentage premium could be used, for example. The alternative would be to drop the drug coverage altogether as it would be cheaper to just pay for a drug when needed instead of paying the high premiums and not receiving decent drug coverage.

Are you nuts? Why would I prefer any of the choices in #58. Overall, we keep getting less service while paying more. I understand that expenses rise, perhaps it is time to take the 'pork' out of the insurance companies' profits rather than dinging the people who pay the premiums, co-pays, and deductibles.

Provide reduced premiums for non-smokers and provide a quality health promotion program to reduce health care costs.

We need orthodontic coverage please!

I don't want to see any alternatives listed in question 58 to happen.

Cut back on USA admin., apply saved money to issues like rising health costs.

I think the health insurance that we are provided is excellent.

The change over to Infirmery west was not the best move at this time, I have had several billing problems when using their services.

USA facilities do not provide certain services, e.g. urology and endocrinology. Thus, patients have to seek non-USA physicians/specialists. It would be desirable in this instance for the co-pays to be dropped to the USA level.

Provide more incentives with lower co payments for generic drugs.

University should focus on 'preventative' health care through programs and incentives that encourage healthy eating habits and exercise. Premiums and co-pays should be tied to these habits. It doesn't make sense to ignore prevention. Current system is actually more costly, in terms of work hours missed (sick days) and in terms of insurance costs.

Physicians at KPG are wonderful. Front office and billing staff can be very rude and unhelpful at times. Can be very difficult to get timely pediatric appointments—they are so busy. Should add another pediatrician, med-peds doctor or mid-level provider. With our affiliation with Mobile Infirmery, should allow admission to the USA service at MIMC to be covered as USA instead of non-USA services. Would much prefer this than continued USA level coverage at IWAC.

Increased health care expenses? No raises—less benefits? What tone does that set?

USA strongly focuses on 'insurance medicine' as opposed to preventative medicine. There is little to no serious focus on prevention of the >80% of diseases that kill Americans. There is no preventative cardiology—there is a disinterest in it. There are no scanner services that would detect CVD. There is no provision for supplement reimbursement. There is no provision for hormone management. There is no focus on anti-aging medicine.

Dr. Desi Pearsall and her staff are wonderful providers. We are lucky to have such caring professionals at our university!

The best way to make USA health plan more efficient is to see to it that USA employees and others in the community see USA physicians. The reason that is not the case are the following: 1. The front staff in the clinics and hospitals are, generally speaking, very very poor performers. Increase the pay scale considerably and reduce and make job security dependent on a very strict code of conduct and performance, partly decided by patient input, and you will see a change. 2. Improve billing so that you can have income. Maybe give an incentive of so many % per collection to those who bill correctly and have a high and timely rate of collection 3. Improve the appearance, and cleanliness of the clinics and hospitals.

Any comments on Section IX?

PETAL might be more effective if it was headed by someone who had significant college-level classroom experience. The same programs are repeated with little new. The low attendance at programs probably reflects the general opinion of the value of the services provided. In my opinion, it is not very effective.

Need to streamline the process for getting timely information on webpages.

USA Computer Services and the College's support person are overworked and thus do not provide adequate service. I do not believe the Computer Center has ever informed me of a technological improvement of value to me, except by accident through casual conversations with people I know there.

Hire a real CIO who knows the job.....

Cannot email many Powerpoint files due to file size restrictions.

PETAL services are only offered on Thursday afternoons so if you have class then you cannot attend. I would recommend having more than one option to attend a PETAL class.

Classrooms in MCOB are finally being refurbished! It's embarrassing to hold class in rooms with no technology (computers, projectors, access to Internet), ceiling panels missing, wiring hanging out of the ceiling, water stains on walls and floors, and poor lighting.

University webmail is less than reliable, especially in terms of being able to reply to students, and in terms of editing options (e.g. once I get to the 'add signature' option in webmail, I have no way to go back into the message itself).

Good job by Andy and his staff.

Groupwise 7.0 has problems that need to be corrected (ex. in reply, address shows in CC box. This affects efficiency and needs to be corrected).

Dissatisfied with e-companion and online course technology.

I have lots of email problems this semester. And since the COE changed its website I have no connection of my website to the departmental website. Fixing problems like this is an endless wait.

We need a totally wireless access campus that is Mac friendly!!!!!!!!!!

GroupWise has _got_ to go.

PETAL programs are often not appropriate to the types of classes I teach, they tend to be patronizing and I am required to attend five of them in my first busy year as a professor here. There is an incorrect assumption that as new faculty, we have little experience teaching... this is assumption is dead wrong.

Complaint I have with email is the SPAM filtering—too tight—I miss some important emails that get kicked out of the system—GroupWise.

Is there any way to permanently block some of the spam. I continually get all sorts of spam and take the time to click on the junk mail link and block any e-mail from those domains but it just keeps coming!!

I think the PETAL program is great and Alla does a great job.

Wireless Internet access would make my teaching much more efficient with respect to classroom technology. As it stands, if I want to look at anything that requires online technology, I have to move my students to a tiny conference room to view it.

Far, far too much junk mail and university-wide notices on the email

Our emails should not be deleted every 3 months. Please leave the emails there for at least a year, preferably until I delete them myself.

It would be nice to see a reduction in spam received in University e-mail

I am tired of Dr. Litchfield running the show. Can other professors be recruited to teach the PETAL classes that she insists on teaching? She has an abrasive personality.

We have one technology/IT specialist who caters for several departments in the college. I find it almost impossible to have a technical problem resolved quickly because this individual is very slow to respond. Most times, a response occurs days or weeks after the request for assistance.

Too many of PETAL's classes are offered at times when professors are teaching classes. If the university is committed to classes online, PETAL courses such as 'Bringing your class to the web' need to be offered more often at times when professors can attend.

The technology resources on the main campus are excellent. However, the Baldwin County campus needs to be updated in many areas, including technology. Students are required to pay for copies at the BC campus even though they pay the same fees which provide free copies on the main campus. Also, there are no printers available to students OR faculty in the 'lab' located near classrooms.

Our equipment needs to be updated (and STANDARDIZED). It's unacceptable that our department is supposed to be teaching student's technology and we don't have appropriate resources in our classrooms.

Compared to home access, my University connection is slow. The ability to use secured WiFi access in localized patient care areas would be extremely helpful.

Need more spam filters.

The university policy of deleting email represents a serious loss of information. It loses critical information for the faculty. It would be better to focus faculty on gmail usage, or purchase some disc. Disc is cheap as opposed to losing critical data.

PETAL is too repetitive and involves the same people semester after semester.

As I stated earlier, more LINUX/UNIX support staff is needed.

STOP UNIVERSITY GENERATED SPAM AND MEANINGLESS MEMOS—USE AN INTERNET BULLETIN BOARD AND WEBMASTER MORE FREQUENT UPDATES TO HOME PAGE

Computer services center is not very helpful with faculty who have Mac problems (which by the way are not very frequent).

Please list any suggestions or concerns you have with this survey, or its methodology.

I always wonder what happens to this data???? I have seen some results, but usually not at the level that would bring about change.

Good job Tom. Just don't sanitize it like it was done last year. Right now it is on the point of not being taken very seriously by many because of what happened last year.

Albeit a little long.

On a number of items, you are forced to consent to a statement that you may disagree with merely by checking any of the boxes.

Some items were repeated on the same form. Some items were repeated on different forms.

As long as anonymity can be maintained.

Privacy

Very sneaky. The part on the formation of a union doesn't have a box for further comment. If there were a union membership requirement for faculty I would leave this place in a heartbeat.

There is a need for participants in this survey to be able to distinguish chair actions from college actions,

Too long

I hope the senate will explore other ways in which faculty can be represented. The senate is effective only so far as the limited powers given it (not much). We need to explore our options if we want to attract and retain the best teachers and researchers.

There was no space to comment on the development of on-line courses. There is no time provided for the development of on-line courses. This is done within the faculty member's full load and in addition to other expectations.

I hope it really is confidential.

This web-based survey is easy to use, and is improved with the collection of comments. However, it still remains unclear that there is any effect of any of these comments on VP's and higher. With the new interest of the university in funded research, the creation of an active grant support and development function is important. This must include grant writers, and opportunity promotion to the faculty. This level of serious support would enhance the ability of the faculty to obtain funding. It is done in more successful universities. As many as 1 such professional per department might enable acquisition of the funding being sought.

Any additional comments which you wish to make:

The University should take more initiatives to help combat substance abuse among its students. It is the number one problem in student retention.

Senate needs to be more visible -- it has to make itself more relevant.

Survey too long!!!

Thank you, I appreciate the opportunity to express my views.

More attention needs to be paid to issues of cheating. The student newspaper should be monitored a little. There was a recent article in which a student bragged about using the f word in a DOT office and then ridiculed the police officer who verbally reprimanded him. How old was this student? This is a low-life representation of our university. We have many international students who come from more polite societies. This type of trash should not be displayed in a school newspaper.

USA Administration and paperwork is growing and excessive. We need to make some cuts in this area.

It seems that those of us who work at USA, on a fundamental level, want to be here. I know I want to be here to make this institution one I can continually be proud of.

Good survey.