

SUMMARY OF FALL 2005 FDA FACULTY SURVEY RESULTS**1) FACILITIES:**

There were a total of 161 problems with facility related issues reported by the 68 faculty. Of these:

- 35% of these mentions (57) reported problems with general maintenance and cleaning, including classroom conditions, office cleaning and pest control.
- 20 % (32) reported problems with crowding in general, such as in elevators and escalators.
- 16% (25) described the air conditioner and heating system as being poorly regulated
- 13% (21) reported problems with support services. In particular: Food services, duplicating services and library conditions and personnel.
- 7% (12) reported problems with technology, related to computers, e-mail, and the internet.
- 2% (3) of respondents reported facility related problems at the Brookdale campus.
- 1% (2) reported concerns with security; some wanting more and some less.

There were 43 mentions of what works well with facilities. Of these:

- 42% (18) stated that support services such as AV and food services are good.
- 16% (7) believes that custodial and maintenance staff are fast and good
- 7% (3) reported problems with technology, specifically e-mail, the internet, computers and the need for smart classrooms.
- 17% (8) stated that some facilities such as easy access, terraces and faculty lounge are appreciated.

2) CAMPUS GOVERNANCE:

There were 51 mentions of problems with campus governance. Of these:

- 37% (19) of these mentions expressed concerns with decision making at the college or CUNY central, stating it is too top-down and non-inclusive. In addition, it was stated that the President is autocratic, that decision making was not transparent and that Administrators do not practice shared governance.
- 18% (9) stated that administration engages in inappropriate bypassing of faculty rights, causing disengagement. Specifically, it was stated that the provost was stripped of authority by the President; that administrators disregard faculty rights and that the President disregards the educational process.
- 16% (8) reported concerns over communication between faculty and administration being poor or chilly.
- 10% (5) expressed that in-fighting and strained relationships are counter productive. Specific examples being: administrators vs. faculty – them vs. us mentality, relations between senate and President not helpful, no avenue for two-way dialogue despite Senate and ombudsman and feeling that a lot of words are wasted in governance.
- 8% (4) expressed concerns over administration being too large and unproductive.
- 6% (3) believes that the governance within departments are problematic, and that department chairs have extraordinary power.
- 4% (2) reported concerns over budget issues for technology and adjuncts.
- 2% (1) stated anti-intellectualism as an issue.

There were 15 mentions of what works well with campus governance. Of these:

- 53% (8) believes that the Senate and their services work well
- 20% (3) stated that the FDA works well
- 20% (3) feels that departmental governance works well
- 6% (1) mentioned great governance leaders.

3) STUDENT ISSUES AND TEACHING:

There were 79 mentions of problems with student issues and teaching. Of these:

- 22% (17) of these mentions related to beliefs that students are of poor quality, are problematic or are not worked/do not work hard enough. Concerns over academic integrity and grade inflation were also included.
- 16% (13) reported that the teaching load is too high or unequally distributed.
- 11% (9) stated classes are too crowded or too big.
- 10% (8) think that student advising and registration is poor and under funded.
- 9% (7) reported that students and faculty lack sufficient support services and or do not use support services. Specific concerns included insufficient writing assistance, lack of tutorial services, and no assistance with serious psychological problems.
- 5% (4) described teaching equipment and technology as being poor. Concerns over budget for DVD's and videos, the need for more white boards, and BB6 were specifically mentioned.
- 5% (4) believes that class scheduling is problematic, i.e. bell schedule
- 4% (3) believes that adjuncts are underpaid or are of poor quality.
- 4% (3) stated that teaching is poor or stifled. Someone expressed that "teacher being busy" was no excuse for not providing students with fair services, while another stated that there was little opportunity for intellectual engagement.
- 14% (11) reported on other concerns, such as the lack of TA's, the administrator's disregard for the university's mission, the grade changing process, the administrative intervention in student elections, and the Dean's inadequate handling of discrimination against students.

There were 27 mentions of student and teaching issues that work well. Of these:

- 44% (12) described students as, inspiring, hard working, smart, self-motivated and diverse.
- 26% (7) believes there to be good teaching support, good services and good technology, such as computerized grading, AV in classrooms and the use of BB6
- 7% (2) believes that student support services are great
- 4% (1) mentioned adjuncts are great and hard working.
- 4% (1) mentioned good classroom assignments
- 4% (1) mentioned excellent dedicated faculty.
- 11% (3) mentioned other services such as ORSEM, block sessions, and E-registration.

4) RESEARCH SUPPORT:

There were 83 mentions of problems with research support. Of these:

- 27% (22) of these mentions expressed concerns over the lack of time for research, related to excessive teaching loads, inadequate sabbaticals and leave policy and to the lack of time.
- 25% (21) believes there is no personal or motivational support for research. Specifically stating, the lack of rewards on research, the lack of mentors and inadequate graduate student support.

- 19% (16) believes there is a lack of financial support for research. The need for more in-house grant opportunities and travel funds were mentioned.
- 17% (14) expressed concerns over administrative obstacles to research. In particular: IRB, administrative interference, and president control over fund raising.
- 12% (10) stated there is a lack of facilities, technology or information to support research, i.e., no library holdings, no home support via computer access, and lack of updates SPSS.

There were 40 mentions of what works well with research support. Of these:

- 38% (15) stated that funds for research are appreciated, i.e. PSC-CUNY grants, travel grants and extra travel funds from the president.
- 33% (13) expressed that administrative support research such as, RF, Office of research administration, IRB, ORFS and staff of animal facility works well.
- 15% (6) believes that motivational support for research is good.
- 8% (3) mentioned technology, SPSS, and facilities for research, interlibrary loanas as working well.
- 8% (3) believes time for research helps some, i.e., release time for new faculty, half-pay sabbatical, and release time.

5) ADMINISTRATIVE SUPPORT SERVICES

There were 67 mentions of problems with administrative support and services. Of those:

- 43% reported that there is a lack of adequate administrative support. Specifically, administrative complaints included problems with general maintenance, classroom conditions, office cleaning, and pest control.
- 23% reported problems with secretarial productivity. Specific problems reported in secretarial productivity included unskilled employees, overworked employees, lack of supervision, low productivity, and poor support.
- 10% reported concerns with secretarial hire and pay. Specific complaints include low salary and cronyism.

There were 22 of mentions of administrative support and services that work well. Of those:

- 59% reported secretarial and other administrations work well and competently.
- 41% reported that particular departmental staff worked exceptionally, giving specific recognition to central reservations, the registrar, AV, RF, the copy center, student services, and 10th floor governance.

6) TECHNOLOGY AND COMMUNICATIONS

There were 86 mentions of problems with technology and communications within the university. Of those:

- 41% report inadequacies with communications. Specifically, faculty members complained about CUNY portal and BB6 congestion and breakdowns, web mail, phone delays, voicemail system delays, and SPAM.

- 24% reported issues with equipment and software. Specific complaints included old and malfunctioning equipment, not enough available technology, lack of software for faculty, and no campus WiFi.
- 22% reported problems with technical support. Specific concerns include lack of support staff and difficulty communicating with ICIT.

There were 37 mentions of satisfaction with the university's technology and communication services. Of these:

- 24% of them recognized ICIT and tech support as competent and exceptional.
- 10% reported that AV services work well.
- 8% reported satisfaction with smart classrooms.

7) PERSONNEL AND HIRING

There were 46 mentions of problems with personnel and hiring within the university. Of these:

- 46 mentions (20%) reported unjust hiring processes. Specific complaints included crony appointments from administration and faculty, not enough women employed, and not enough people of color employed.
- 15% reported significant understaffing. Members specifically reported the need for more faculty lines, support staff, and fulltime faculty.
- 10% complained about administrative control and interference. Specific complaints include interference from Dean and President, fiat hiring by president, administrative control, and failure to respect faculty role.
- 8% of faculty members reported insufficient salary
- 7% reported the university has inadequate tenure programs.

There were 9 mentions of satisfaction with the university's personnel and hiring. Of these:

- 44% reported satisfaction with other faculty members. Specific comments include: dedicated faculty, HR personnel are very excellent and very helpful, recent hires excellent, and other staff are approachable.

8) OTHER CONCERNS NOT LISTED

There were 53 mentions of various problems not addressed elsewhere in the survey.

- 7% report problems with the faculty lounge/ cafeteria. Specific complaints include miserable faculty room, bad cafeteria food, and bad hygiene.
- 7% reported incompetent administration. Specifically, incompetent and vindictive leadership, unstable president, and need for stronger faculty governance.
- 7% reported overworked faculty.
- 7% reported the university is under budgeted.
- 7% reported problems with the Brookdale campus. Specifically, they reported the need for a faculty lounge at Brookdale, need for a program for faculty working at Brookdale, and more support for faculty at Brookdale.