

11. List concrete ways in which you believe faculty morale could be improved.

#	Response
1	Increase Salaries, Increase Support Staff
2	better salary and benefits package
3	Smaller class sizes, more money for GTAs, and salary boosts that actually match inflation (fully funded by the state, not through spending cuts at the university).
4	Bring salaries up to the level of our peer professionals at universities with which we compete.
5	Increase salaries, reduce health insurance costs, provide tuition reimbursement for faculty & dependents.
6	1) When faculty earn a merit raise, they should receive it. 2) There should be an automatic cost-of-living adjustment every year. Otherwise, on those years when merit raises actually transpire, they do little more than keep pace with the cost of living. 3) The vast inequities between different disciplines should be addressed (say, the vast gap between an Assistant Professor in Business vs. an Assistant Professor in English or Modern Languages). The Mercury's recent decision to publish faculty salaries was quite an eye-opener. I knew there were inequities, but I had no idea of the scope.
7	higher salaries
8	1. Faculty senate isn't the best way to get faculty input, not representative 2. Incentives -- help them say no to more things and yes to more important things. 3. Be their champion -- Provost's office is strong here; President's office is out of touch/disinterested in faculty and the land-grant mission.
9	The legislature needs to step up and fund higher education at a level close to peer states, so that salaries at regents institutions can approach a competitive level. Otherwise, the best faculty will continue to leave for better-paying positions at other institutions.
10	Funding of higher education in Kansas does not appear to be a high priority for the Kansas legislature. This needs to be corrected. We are losing faculty to other states where higher education is a higher priority.
11	Increase the salary; Educate some department heads about leadership; Seriously improve diversity; Improve inclusiveness
12	Make faculty salaries and benefits package more competitive with other land grant universities around the nation. KSU lags badly in this area. Offer a tuition assistance program for dependents. KSU's administration talks about "high quality" education, but then emphasizes boosting enrollment with little recognition that all this does is boost class size. Large classes are a serious impediment to improving the quality of education we provide.
13	Facilities for our department are in serious need of upgrade.
14	provide more ways that we could make a difference for students and thus for ourselves.
15	Let faculty be more entrepreneurial - hire good people, reward them, and let them do what they do best - don't bog faculty down with mundane activities, reports, and constraints.
16	The hiring of the new provost is the most devastating to faculty morale. That is an indication that this university does not value scholar activity and value only LEADERSHIP.
17	1. Improve faculty salaries. 2. More cultural activities on campus to encourage more diverse events, etc. in town (this place is one-dimensional) Comment: It's hard to hear students complain about tuition increases when they have one of the greatest bargains in college education.
18	open communication btwn faculty and admin realistic view of univ needs by state legislators legislators understand how univ grant money is used emphasize academics over athletics w/finances and attention adequate facilities in which to teach
19	Raises -- more than 2%. It would be nice to have a raise that was more than inflation. I haven't seen a raise in the four years that I have been here.
20	Provide tuition assistance for children of faculty; de-emphasize the heavy pressure on soliciting and obtaining funds as a determinant of scholarly contribution
21	Curbs on grade inflation. De-emphasis of TEVALs in merit pay decisions. We need administrative support for maintaining or improving the quality of classroom instruction.
22	Greater focus on successes of faculty to be recognized. Since salary increases have been little or none, innovative ways for faculty members to increase salaries.
23	Salary Salary Salary After reading names in the local paper, it is difficult to continue to work for administrators who ask us to do more with less when their salaries are 2-3 times the faculty average. Get rid of unproductive faculty and redundant administrators, then reward those who work hard and succeed, not later but now.
24	My area is being fundamentally restructured. The process is completely opposed by the upper administration as they do not understand how this works. It is over for my area.
25	A raise would help. Competitive salaries would be a dream. Stop cutting benefits and increasing costs. Give tuition waivers to children. My son goes to KU - my salary goes back to the state and tuition increase 25% while my raise is less than 2%. Our facilities stink - be fair about allocating monies for renovations and building. There is no possibility of advancement if you are a woman. Offer training and opportunities. One has to leave campus to receive positive feedback about teaching and research. Give faculty awards. The administration is just happy to have lower administrators that do not make waves. We need stronger leadership. We have less faculty to teach more students. Open lines that have been closed to us. In conclusion - more the state of the state university is very low and the best of the best will leave - not a legacy we should be

	forming.
26	cafeteria benefits reduce number of required reports reduce "red tape"
27	Tuition assistance for dependents Administrators who are not afraid to tackle the larger, more important problems.
28	Tuition waivers
29	1) Raise salaries, 2) Lower substantially the health premiums especially for faculty with families. This is especially critical for 9 month employees who get double deductions on their last 6 pay checks of the year. For me that's close to \$400 every pay period at the end of the school year
30	Salaries are way out of alignment. In our department we have assistant professors making more than professors. And this is not a single isolated case. If obtaining a promotion to full professor does not involve a substantial salary adjustment then why do we even have this process. Seems like a waste of everyone's time.
31	Free tuition for faculty members' family or at least children. Higher salaries Increased retirement match by state
32	Higher salary for faculty members in general. More awards for minority faculty
33	Faculty retention incentives
34	1. Make faculty feel involved (rather than like assembly line workers with little to no input into decisions that affect them) 2. Respect the tenure documents 3. Provide positive response to things done well, rather than only negative response whenever something doesn't meet admin. expectations. 4. Administrators at the top should become better educated on what goes on at the ordinary faculty member's level, rather than relying solely on input from mid-level administrators (who are often biased toward "favorites"). 5. Do something about the back-stabbing, poisonous atmosphere - I spent more time guarding my back than doing my job. It is becoming well-known in the academic world that at least my particular college in my University is a very high-stress, uncollegial, "poisonous" work environment, and faculty are leaving and recruiting is becoming more difficult. 6. The merit system of annual raises needs some checks and balances other than the grievance route, which is arduous, unrewarding, and creates an adversarial environment for the faculty member. "Merit" raises are heavily based on favoritism.
35	Higher salaries, less emphasis placed on "top ten" status, i.e., schemes such as "Targeted Excellence." Let administration put money where its mouth is on faculty salaries!
36	Salary expectations meet or exceed the National average for similar institutions of Higher Education, Higher Percentage of outside funding returned to the researcher/department. Health Care Costs have continued to reduce any advancements in salary. Increase the retirement benefits.
37	Tuition benefits for dependents; Enhance image of higher education benefits to Kansas constituents
38	- Raises - Financial and moral support for spouse's job - Even funding for making the work environment pleasant (some departments have carpet, new furniture, etc., while others don't)
39	- Raises - Financial and moral support for spouse's job - Even funding for making the work environment pleasant (some departments have carpet, new furniture, etc., while others don't)
40	University is slipping towards everything being market driven, when in reality creation of knowledge is not well suited to market forces. Senior administration need to reemphasize that advancing the body of scientific knowledge is the role of a university. Faculty are being overworked because of smaller workforce. This leaves less time for creative thinking because too much time is consumed by meeting bureaucratic deadlines.
41	Always obtain faculty input on important decisions. Many times faculty input is requested for less important decisions, while important decisions are autocratically determined. Make it clear exactly how money moves around the university. Our administrators either do not know how this occurs or they are divulging it. It would help faculty members make better decisions. For example, if a class is taught during summer instead of the fall what impact is there on money coming to that college and what other effects are there (such as hours toward OOE and number of positions needed at that college). It is hard to tell which is cheaper for the university and the college when we can't find out the details.
42	More competitive Pay. More opportunities to travel for scholarly activities.
43	1. Salaries like those of peer universities 2. Free tuition for children of professors
44	Institute tuition waivers for faculty spouses and children. Allow faculty to participate in how funds are allocated on campus with a particular focus on how central administration retains funds for favored projects that do not increase the quality of scholarship (teaching and research) at the institution. Develop a program to make financial allocations and financial performance more transparent to the faculty.
45	Salaries, salaries, salaries. Change emphasis from football and golf to academics. This is supposed to be an institution of higher learning!
46	We need to provide incentives to recruit and retain good people. This includes increased salary and benefits. Failure to get sufficient raises basically says to the faculty that they are not valued. There are no significant benefits to being a faculty member over any other resident of Manhattan or the surrounding area. We can't use university facilities without paying for them (generally the same prices as anyone else in the community gets) and we don't even get a break on tuition for our families. Having recently interviewed (2001), I would have gotten much better deals at other universities.
47	More support by the state government for higher education.
48	There are salary inequities within and amongst departments. This along with no salary increase, lack of resources, dwindling budgets etc can make one realize that the state of KS does not have any respect or value on education.
49	Support efforts to counter grade inflation. Support efforts to improve student discipline in classroom. Find ways to support

	reduction of extracurricular activities for students and service for faculty to increase focus on major educational goals, rather than maintaining frantic schedules of activity.
50	I think that the K-State provost relies on a good old boy network when it comes to search committees for deans, etc. Provost/president give too much credence to the complainers and whiners in the College of Agriculture and not enough to the folks that do most of the work with regard to teaching, research, etc. I think the College of Ag needs to set a policy whereby undergrad coordinators, extension state leaders, etc. are not lifetime appointments. Too much bad blood builds up and that ends up in poor relationships. These positions should also be subject to evaluation. Job descriptions should be written and a five year term should be set at which time they can be reappointed or rotated (preferred method).
51	I believe that many faculty (especially those more senior) are insecure in their ability to compete at a national level. They see others leaving this institution, yet, no one comes to recruit them. Directed efforts to seriously engage all faculty in scholarship (preferably funded from outside sources in the applicable fields) are needed. Providing rewards to junior faculty to encourage them to partner with their less experienced senior colleagues would help. Clearly stating the expectations of new faculty is a requirement. Creating truly individual work-load assignments that draw on the strengths and interests of the senior faculty would also help in this transition period. If they're afraid of research and don't really want to do it, don't waste the resources on them. Let them teach, but at a much higher course load than faculty actively engaged in scholarship. We are not all the same. Publically recognizing this and responding to it could provide a significant first step to improving faculty morale.
52	The problem is the economy and lack of operating support.
53	Salaries and benefits should at the minimum be equal to the median Big 12 or peer institution salaries. Tuition should be waived for KSU faculty, spouse and dependents. Assistance with teaching should be provided in the form of state-supported teaching assistant positions. In order to attract and retain the best domestic graduate students, graduate students should be given in-state tuition waivers.
54	Have the State Legislature keep its promises; realize the importance of Higher Education to Kansas' economic future and fund it adequately; stop looking for 'targeted' fixes and address the woefully-funded *overall* enterprise.
55	1. We haven't had a pay raise in years. A decent raise would certainly improve things. 2. Teaching space is at a premium and is not satisfactory. We desperately need seminar rooms. 3. It would be really desirable to have faculty input to college administration decisions that affect our teaching, research, evaluation, and space. As it is now, only a few selected people have input.
56	The public's perception is that we are a sophisticated high school with a number of successful athletic teams. The administration fosters this facade to the board of Regents and the legislature. The local newspaper makes feel like leeches and pariahs by publishing all of the salaries with no indication of what we do. The atmosphere for research and education in Kansas needs to change for this place to be a success. There is no evidence that the administration provides more than window dressing to this issue. That keeps the legislature and perhaps their constituents happy (it is after all cheaper to have high schools than universities), but is at best the kiss of death for faculty morale. My department has lost/will lose four faculty members (20%) in the past year or so. None of them are scheduled to be replaced. My teaching load is going up and the national reputation of my department is taking a beating (why is everybody leaving?). Valuing faculty, other than a few elite, is essential for faculty morale to improve.
57	Tuition waivers for dependents, greater salary, address salary compression
58	Salaries that keep up with cost of living plus merit! Better support for operating budget! (We are using office furniture and space that is 50 years old) Better technology support.
59	KEEP FACULTY FULLY INFORMED OF WHAT IS GOING ON SO THEY FEEL A PART OF WHAT IS HAPPENING WHETHER IT IS NEGATIVE OR POSITIVE. SUPPORT AND ALLOW FACULTY TO ACCOMPLISH ASSIGNED RESPONSIBILITIES WITHOUT MICROMANAGEMENT, BUT MAKE FACULTY RESPONSIBLE FOR THEIR WORK AND ITS OUTCOMES.
60	Salaries that are reasonably equitable with our peers. GTA/GRA stipends that are competitive with what peer schools in the region offer.
61	Salaries must be increased; faculty in my department make two-thirds what faculty in my field make at comparable universities. My department is losing faculty at an alarming rate, and the administration seems not to be concerned. Faculty receive little or no recognition for their accomplishments. The only communication they have with the administration is when they are told how they need to do more with less resources. I have a child about to enter high school and another just behind. They are both involved in numerous activities, and I feel it would be too disruptive in their lives to uproot them. However, when they have graduated high school, or if a really good offer comes up, I won't hesitate to leave. Most in my department feel the same way.
62	Less arrogance on the part of the administration, get rid of the University culture that is so arrogant about research and places research over teaching, place greater emphasis on collegiality in the tenure and promotion process.
63	Make cuts selectively instead of everybody taking the same percentage cut. Indicates that the University administration does not have specific goals for what is important.
64	Tuition assistance for children of faculty would be a benefit that would offset to a certain extent our lower pay relative to other states.
65	The salaries of mature, tenured and experienced are falling behind those of newly hired, less experienced faculty. This should be corrected!
66	It was shocking to know that it took so much effort for the university, largely to the credit of the faculty senate, to get all sides of the university to agree on the "Principles of the Community". Although the administration touted as a great achievement, it chills to the bone if you come to realize that it was merely a declaration that "we want to be decent people". It appears that everyone in this university takes for granted that "the administration" and "the faculty" are naturally opponents in a class

	struggle. This is the fundamental mind set of the university. This is something that needs to be changed, and I am hopeless for that to happen. The university needs decent people, not people trying or pretending to be decent.
67	increase in salary - particularly at the senior level - health insurance costs (of course, that's an issue for everyone...)
68	1) Create a better environment that is accepting of women and minorities -- minorities based on race and sexual orientation. Further, faculty members should be required to undergo diversity training -- most do not believe that they are acting inappropriately when interacting with women but in reality, they create a very stressful and harmful environment. 2) Faculty morale can also be improved by merit increases that keep up with the cost of living at a minimum. 3)
69	Significantly enhance salaries of productive faculty. We should also put faculty who are not productive researchers on a heavier teaching load, but adjust their merit evaluation process to reflect a heavier emphasis on teaching.
70	One aspect that you ostensibly missed in your survey, or at least is not clearly stated in your response categories, is the budget required to put on an academic program at a level that is nationally competitive. At KSU, college deans do not have enough money to maintain their departments and programs, much less allow them to operate at a competitive level. Many departments have open faculty lines for which they are not allowed to fill and departments have insufficient resources to put on their programs. This is because the university budget is inadequate. This is a major issue affecting faculty morale. KSU is not an inefficient organization either, and has stretched it's resources as far as they can go. The problem appears to lie in the state legislature who does not seem to care about having strong universities that are adequately funded and nationally competitive. Unless this changes, the situation is not likely to get better. Per chance the state government actually does realize the importance of higher education, then there are several things that could be done to improve faculty morale: a. Increase university budgets so that faculty positions can be filled and academic programs can be implemented at a competitive level; b. Increase faculty salaries to be commensurate with peer institutions; c. Provide tuition assistance for faculty and staff at Regent's institutions. This is done in many other states and there is no reason it could not be done here.
71	Many of the IT policies have been a complete bust and a waste of people's time and money. The idea of targeted excellence is ridiculous. I was on a proposal and over the course of this proposal over 300 faculty hours were spent in preparing this proposal. (I do not know if this proposal is funded yet.) The cost of the faculties' time on this proposal was over \$12,000 in salary costs. If these numbers are added across the university, (only \$500,000 were available for funding each year) there is no way that the university is getting any return on their investment. Just think of all of the proposals that were not submitted and research not accomplished because faculty was working toward these projects. If this program is to continue, it should probably be on a college level and a much less rigorous review process. In summary, in this budget crisis time, some very poor monetary policies are being made.
72	Salary raises. More emphasis on research.
73	Salary, benefits, support for research and teaching. Fair system to treat faculty.
74	Salary is too low: as a tenured associate professor I make as much if not less than Post-Docs in my field at other institutions Also Health insurance changes have been dramatic in the last few years. Journal subscriptions are essential to my research, and last year we received a 30% cut. This affected my morale quite a bit. The Library, i.e. journals and books, should be given priority over say technology in the classroom, furniture, parking, football. In evaluating teaching, the Teaching Evaluations should be reformed. In my experience the only people who write feed-back on the Teaching Evaluations are the students who are highly dissatisfied with the class. The good students, or the people who, all in all, had a good time rarely provide any feed-back. I think students should be invited to report more positive feedback. It has happened to me several times that my teaching evaluations may have turned out average, yet from personal communications with the students who came to my office hours (usually people serious about their studies) I would hear that they were enjoying the class very much. The University should make it easier and more routine (maybe on the web) for students to assess and identify the POSITIVE elements of their class-room experience. If too much emphasis is put on the NEGATIVE feedback the students my get the impression that to succeed it is easier to complain about the professor teaching style rather than changing their own learning style.
75	make salaries and fringe benefits (e.g. tuition for dependents, reasonable health care costs, etc.) equivalent to peer institutions. See some appreciation in the legislature that higher education institutions, even though they are expensive, are absolutely essential to state economic development. Treating them as a business, where expenses are always being measured against nebulous "output", is not appropriate. Education is expensive, but it is an investment, not an expense.
76	Tuition waiver for dependents Improved Salaries More selective admission requirements for students
77	Retain and support strong faculty, not weak ones. We are not a teaching college.
78	For faculty who have been at K-State for some years, salary compression is a major issue, as are growing medical costs. Free or reduced tuition for faculty family members would be greatly appreciated. Simplifying, clarifying, or reducing bureaucratic expectations (such as the current emphasis on assessment procedures) would also improve morale.
79	A greater focus on the value of the faculty to the life of the University would be nice. A decision by the administration to actually treat the University as an institution of higher learning, not a business that needs to make money for the state. The contribution of faculty across the university as diverse and different and valued for their independent contributions would be a major step in improving morale on this campus. As it stands now, those faculty and departments who bring in the most money are given the most attention. The debacle of "Targeted Excellence" is akin to the Bush tax cuts--a redistribution of the general pool to those projects projected by the administration to have the most potential for bringing in money. That approach is the death knell of the original purpose of the Land Grant University system which was to provide a high quality education for students of every class and rank in the state and the nation. The abject failure of the state legislature to regard the University as contributing to the state rather than draining it, has caused both students and faculty to become cynical and apathetic.
80	I think the state government and the regents have no clue what it takes to make a good university and they probably don't care too much relative to other concerns. Salaries are a concern as are numbers of faculty and high tuition.

81	<p>1) Salary, benefits, financial support for professional development, tuition wavers for dependents: -increase funds for faculty development, such as conference presentations in the USA. Compared to other institutions, K-State starves its faculty for such things. Create funds for each department which direct a certain amount of research funds be made available to each faculty member. -Create tuition wavers for two children of each faculty member, and institute reciprocal agreements with other institutions. -create efforts to identify faculty members in all fields including humanities who may be headhunted out and add 15-20 % to their salary to keep them. 2) Institutional support for such things as funding for each department to bring speakers regularly. 3) Increase awards – institute something like a junior faculty award in teaching and research, where one faculty member receives a semester of research support without teaching responsibilities or 20,000. 4) Create more opportunities for culture on campus – fund low cost plays, operas, musicals with student talent, museum exhibits. 5) Improve decrepit classrooms, create technology funds for each department; not in new technology that is not simply concentrated in a central showcase facility, but made available to each department, so that classrooms have working equipment, such as televisions, dvd players, overheads, cd players. 6) See to it that each tenure-track faculty member has her own office 7) Create opportunities for deans and provosts to spend time at the finest institutions in the country to gain experience on priorities that drive such institutions, or require more outside reviews of same 8) My department has probably not been reviewed by outside reviewers in who knows how long – have this done to introduce new ideas and practices 9) Provide strong financial incentives and framework/assistance create robust overseas programs 10) Why must faculty pay for internet service at home – as if we don't work with students and research at home?</p>
82	Bring in a union..I am very unhappy with our leadership...too much deception going on.
83	Eliminate micro-management of department and univeristy budgets by university administration and elected state officials.
84	Better benefits, particularly health benefits. Fill open positions so that we aren't all doing 2-3 peoples jobs.
85	Don't hold "It's looks good for tenure" over my head all of the time! Give some support for faculty development. If you cannot give us a reasonable salary, give us some benefits. Equalize salaries between colleges. Stop treating the faculty on the Salina campus like Jr. College or Votech faculty.
86	Its not bad, but we are in danger. Budgets erode every year. We must keep focused on students. If we raise tuition, that should help fund sufficient faculty to teach classes - not more esoteric and risky ventures such as targeted-excellence. Also - faculty salaries have been kept OK, but at the expense of classified employees. This is very unfair. We should pay the classified staff better!
87	<p>I have an extension appointment, but I participate in many research projects. I generate through grants, all or my own operating expenes and cover a significant portion of my salary. I have received high (exceeds expectations) evaluations through out my career but am the lowest paid professor in my department, primarily because I have spent my entire career at KSU, which started at an off-campus location. This turns out to be the start of my salary penalty with KSU. It continues now, as whenever we hire new faculty, they have a base salary, as a new assistant professor, that exceeds mine. I am under pressure to obtain more grants, which is possible but only results in more work for me but more salary release and operating money to the department but no additional compensation to me. I am actively seeking outside employment and expect to be able to increase my by 25 to 40%. I have my BS degree college classmates (still with only BS degrees) out-earning me by 15 to 25% and they didn't have the time and expense of graduate study. It is getting to be too large of financial differential for me to ignore. I know of several other career K-Staters that also pay a high longevity price and are looking for better opportunities. I could tolerate the low salary base if the differential wasn't so out of wack with-in KSU. The compensation packages for our secretaries are also inadequate. I pay my student workers better than what my secretary is paid on a comparable hourly basis and I have no way to increase her compensation to a level comparable to her value and contribution to my program and the department's well being and function. As I am forced to do more grant and contract work, I have less time and capability to fulfill my stated mission to the people of Kansas. Fortunately most of the outside funding sources have been closely aligned with my primary mission. However, as I pursue funding, I can see detours in my program offerings as I follow the money rather than following my mission. It seems stupid to me that I will be forced to leave K-State in order to improve my compensation package. Sure, my position will be frozen for awhile to help with the current budget crisis but it will eventually be refilled with an inexperienced assistant professor who will be compensated at a higher level then my current compensation package and with out the support of the current grant and contract monies that are currently underwriting much of my program costs.</p>
88	Better salaries.
89	Increase salaries and reduce insurance costs.
90	Establish a evaluation processes that reward quality of work along with quantity and that challenge the simple use of traditional metrics such as numbers of publications and student evaluation scores.
91	A genuine effort toward improving financial situation, salary and benfits improvement would be nice, but I am more interested in some support for professional travel, etc.
92	Have senior administrators objectively account for the losses in programs and positions sustained in recent years and show how they are not forgetting the impacts upon the campus
93	<p>Compared to other universities, faculty are treated with a relatively low level of respect and are accorded very few things that demonstrate a concern for their well-being or morale. Obviously, pay/benefits are low -- but, in some ways, that is a little more understandable because blame can be displaced to others (e.g., state government, regents). Day in and day out, though, faculty are simply not treated well. Administration either tunes out faculty input or is completely unaware of faculty sentiment. We are given input into absolutely trivial decisions that no one cares about, but are not given input into decisions that have a significant impact on our lives. Research support and library holdings (especially electronic journals) are embarrassing. Parking is terrible -- and early morning staff have it significantly better than regular faculty. Any off campus meeting results in a waste of significant amounts of time. If administration (or even visiting regents) had to utilize faculty parking for even 1 semester things would change dramatically. I'm looking at 30 years of this ridiculous situation. We are asked to be flexible in accomodating athletes and providing updates on their progress. However, if students ask us to attend their games, we aren't even given a discount versus those not affiliated with the university. Clearly, football and basketball</p>

	<p>are money-makers, but it would be easy to provide access to non-revenue sports for faculty/families (and a cheap way to increase a feeling of connection to the university). Even out-of-state senior citizens -- who have no connection to the university and don't even pay taxes in Kansas -- gain admittance more cheaply than faculty. Tuition waivers based on years of service would demonstrate some concern for / appreciation for the financial sacrifices that people make to teach here. Those haven't -- and won't -- happen. Clearly, none of these problems is big enough to merit dissatisfaction in and of itself. However, the perpetual, ongoing irritations and lack of support accorded faculty wear away at you over time. When I came here, I really cared about the university and wanted to feel a part of it for the long term. Now, I'm here because Manhattan is a great town in which to raise a family. The connection I feel is to my profession, not to the university. I don't think the university, the regents, or the state government have created an environment where I feel appreciated for the efforts I have put into my teaching, research, and service. We don't need -- or want -- a silly award given to a faculty member that says the regents care about us. (Such actions indicate how out of touch you really are.) We want the state government, the regents, and university administration to honor its past promises regarding funding, to treat faculty better, and to provide an environment that is conducive to excellence (or at least quality) rather than mediocrity.</p>
94	<p>1. Reasonable expectations - there are only so many hours in a day. In our college people are leaving because they are worked into the ground trying to meet all the expectations. There is little time for family or to enjoy the quality of life in your town if all you do is work. Hire more people of recognize limitations on what we can do! 2. Reasonable salaries - Work your tail off for a sub par salary isn't very appealing. 3. It is demoralizing to continually see good people leave and always be rebuilding. It does not foster a vibrant advancing program when you are always scrambling to just keep it together and replace those darating for greener pastures. If a student came to me seeking advice on joining a company with a turnover rate like ours I would tell them to look else where because something is wrong. Something is wrong here.</p>
95	<p>1. For the administration to solicit faculty input BEFORE dedcisions are made. 2. For administrators to actually respect faculty input. 3. For administrators to actually know what their faculty are doing for the evaluation process.</p>
96	<p>They are obvious!</p>
97	<p>Only hire administrators who are good people managers; link pay increases to merit (they are NOT correlated currently); have administrators let faculty do their jobs instead of micro-managing; don't let deans re-appoint heads that create a hostile workplace; improve teaching facilities and equipment; place good teaching on par with external grant funding; place good research that is not funded by an external grant on par with external grant funding; give people with large class sizes some incentive for teachign well in those classes; tie salary increases to major awards (in my case the receipt of an award was used as a rationale to NOT give me a large salary increase because I had already received an award); don't give graduate students better funding for travel and computer equipment than 1/2 of the faculty; don't tie promotion to full professor to one single criterion (such as getting a large external grant); let administrators handle most of the department and university service so that faculty can teach and do research and keep the service closer to 10% of the time, as is allocated on our job duty percentage; give faculty equal opportunities to summer salary supplements (the team grant opportunities, teaching).</p>
98	<p>Provide cost-of-living and merit raises</p>
99	<p>Salaries need to be more competitive with peer institutions. Cost of living in Manhattan is very high, especially relative to KSU pay scale. Better insurance benefits are extremely important. Any miniscule raises in recent years have been more than eaten up by increased insurance/medical costs. Tuition assistance for dependents of faculty members would also be helpful.</p>
100	<p>Senior administration is out of touch with the faculty. They have developed a bunker mentality with respect to the recent budget cuts.</p>
101	<p>Most of all, I would like the Regents to take a stand. For almost 20 years, we have been asked to do more and more with less and less. It's time to draw some boundaries -- if there's no more money, we cap enrollment, or curtail the number of freshmen courses to the same end. There has got to be a place where the Regents make it clear that we cannot do any more than we are doing.</p>
102	<p>Raises to overcome salary compression Decent classroom desks and chairs that are not falling apart. It is difficult to teach when desks squeak every time students move. Time for research--a semester off occasionally perhaps. Administration refusal to allow one semester sabbaticals is unfair. Faculty who do not get grants should not be shut out of sabbaticals.</p>
103	<p>Make faculty raises a priority. Real raises, that match the cost of living increases. In the last years, we've had little-to-no raise while everyday expenses on campus (parking, coffee, rec. center) have consistently gone up. In addition, housing costs have gone substantially up without a corresponding raise in faculty salary. Senior faculty are in a position of being paid less than the average starting salary for a beginning assistant professor. Without offering beginning assistant professors a salary that's competitive with peer institutions, we're not competitive in our hiring. And when we do hire at competitive salaries without compensating faculty who are doing good work and have been here for a long time, that also affects morale. When senior administrators get highly publicized raises in years when faculty salaries are flat, this definitely affects morale. At a recent event, senior administrators told our department that we are underpaid, have always been underpaid, and probably always will be underpaid, but that we're doing "the lord's work." Although I am not currently searching for another job, with every year that this situation continues, I think about it more seriously.</p>
104	<p>Faculty compensation is non-competitive at K-State, Salaries are the lowest in the Big 12, lowest among the 6 Regents-selected peer institutions, and near the bottom of the 50 land grant universities. Kansas is not a natural draw to scholars who have no personal connection to the state, and the limited resources available make it extremely difficult to attract, retain, and reward high quality, productive colleagues and has a debilitating effect on morale. In my own college, we have had two failed searches in the past year - one because there were no qualified applicants; the other because the candidate offered the position took a position at another institution we considered far inferior to our own. Salary discrepancies are especially pronounced at higher ranks - faculty with established records of achievement. Our full professors earn about \$17,000 less per year than the average in the Big 12. As a result we have a much smaller proportion of full professors than other similar universities, which diminishes the quality and reputation of the university. We are losing some of our top faculty, including I University Distinguished Professors, who are lured by much better compensation packages and support at competing</p>

	institutions. It is always much more costly to hire replacement faculty than it would be to provide the support necessary to retain productive faculty. Faculty morale will improve only when compensation is competitive. Salaries must be increased substantially across the board, and benefits, such as tuition waivers for dependents, OOE support (materials, equipment, travel, etc.), and improved and increased classroom and research facilities, must be provided or the ability of this university to adequately serve our students, alumni, and the citizens of Kansas will be further eroded.
105	I'd like to see some opportunity for a system that actually will take a stand on people - faculty and administrators - who don't do their job. For example, there are people in our department who are not effective teachers, so administration has them teach less, but these people are not reassigned any different duties. Its almost as if they are rewarded for doing a poor job - they in tern are responsible for less and the other faculty have to do more because of these people.
106	Increase salaries, equity among salaries, dual career support (lip service only currently), maternity leave policy for faculty, tuition assistance for dependents
107	The faculty need to be given more financial support in the form of increased salaries and better health benefits. Compared to other universities, the faculty at KSU are some of the least compensated. Despite our efforts to make KSU a good educational institution, we are neither appreciated nor compensated enough. The libraries at KSU also need to be given stronger financial support. It is very difficult to conduct quality research without easy access to current research journals and books. The budget for research journals and books is too small for our libraries.
108	Pay us what we are worth. Stop increasing administrative size and put positions where they are most needed!!!
109	Make the provost answerable to the faculty not the upper administration. Change leadership at the top of the university; fresh ideas are needed. Add more financial incentives for excellence that can be obtained by general faculty (i.e. built in salary raises for obtaining multiple extramurally funded projects).
110	Not forced to give up intellectual properties. Equitable pay.
111	a more transparent, less top down, university governance. a condition of true, non-rhetorical, support for the diversity of ideas (like a university) instead of seeing diversity as an ethnic imperative. we live with a little too much political correctness as opposed to honest discourse.
112	Develop a merit system that recognizes the value of your contributions rather than a numeric system that puts a huge emphasis on publication number not quality and to better evaluate teaching rather than the primary tool being student evaluations.
113	Restore funding for teaching assistants and secretarial staff to 1980s levels and relieve faculty from performing tasks that require relatively low-level skills.
114	Increase salaries based on merit. Follow transparent merit review procedures. Decrease teaching load by 50%. Faculty Senate is not a representative body; seek independent input from faculty.
115	Increased salary and opportunity to have both spouses employed
116	Faculty salaries MUST increase. While I know that my colleagues "value" my energy and commitment, my salary does not reflect this. I have won teaching awards on campus; my salary doesn't reflect this. I am highly published; my salary, etc. The conditions of the classrooms in which I teach are deplorable. I do not need extensive high tech facilities, but I DO need a room in which the temperature control is reasonable: in winter my classrooms are overheated so we must open windows, and in spring/fall air conditioning works so poorly we often sit outside on the grass and compete with the sound of lawn mowers, leaf blowers, etc. I am regularly expected to conduct university business (service, research) in the three months for which I receive NO SALARY; this in addition to the fact that I could make more elsewhere, even in areas with comparably low cost of living, is insulting. I love to teach, I feel deeply devoted to the shared intellectual community of a university, yet I feel I am disrespected by legislators, ignored by BOR, and taken for granted by university administrators (not all, but key ones). BOR frequently increases my work load with calls for more service, more assessment, while other demands on my professional time are not correspondingly diminished and my salary remains stagnant. Is my morale low? You bet.
117	Administrators that have strong academic experience, encourage and nurture faculty. Also need strong communication skills.
118	Salary adjustments need to be improved and also the benefits package. Our out of pocket costs especially for health care have gone way up -- far beyond the salary increases we have had.
119	I think morale at KSU is pretty high. Higher pay is one obvious answer, although I'm a music prof, so money is obviously not my top motivation in professional life (if it were I'd be an idiot).
120	More pay, more \$ for professional development, fewer committees and more things acually happeing based on the input of committees.
121	Spread some of those outrageous salaries out to those who are not paid nearly enough
122	Financial support and genuine effort to indicate the regents view faculty as even important to the University. My perception as a nontenured, tenure track faculty member is that I am expected to produce maximum effort with little to no release time or support. My perception of whose voice is most respected is as follows: (1) administration; (2) students; (3) classified staff; and (4) faculty. Female faculty, in particular, have the lowest salaries and are least likely to be promoted or receive tenure. I am particularly disturbed that there has been no spousal support or assistance. My spouse had to become self-employed, as the university provided no work opportunities for him; however, I see female spouses readily being employed by the University when there is a male hire. The inequities are quite clear, and speak for themselves.
123	Each faculty member needs to develop their own appreciation for their job.
124	Regular recognition by legislators that I may be working even when I am not in front of a class. I teach just 6 hours per week, but a legislator who thinks that is a 6 hour work week is a legislator who thinks farmers don't work in the winter.

125	Senior administrators needed to be fully committed to enhancing salaries and benefits for ALL faculty to ensure that quality is maintained; senior administrator and the Regents MUST promote the value and \$\$ that universities bring to the state; stop the lip service and show us that they are proactively working toward convincing legislators that we are worth the dollars invested.
126	more pay
127	Working in research and extension, it would be nice if the senior administration and the Board of Regents actually understood what we do, supported it and didn't give up without a fight in terms of adequate funding. Get health care costs under control. Real raises. Let the public know the real state of the finances in the system. Tuition waivers for dependents of faculty.
128	Need to increase compensation to retain quality faculty
129	Overall things are fine. I have always been disappointed in the level of support my university gives to social science researchers. My research productivity is impacted by the lack of support. So I would say increased support (resources) would improve my morale. The past few years, with all the budget woes have worn many of us down... we are being asked to do more and more with less and less. I am not sure how anyone can improve that scenario in the current economy.
130	Bring faculty salaries on par with peer institutions and stop the annual state budget underfunding that has eliminated all support for getting the work done.
131	Tuition waivers for faculty would help to keep those most likely to bolt for better opportunities at other institutions. We must enhance the opportunities for dual career opportunities. When a spouse is unhappy the chances of leaving are extremely high.
132	Maternity should be separate from sick leave. I think we could attract and keep more women and couples as faculty if maternity benefits existed. Let's face it, only women get pregnant. Other schools offer leave (outside of sick leave), why can't we?
133	more visible state support - raises from the state; not self-funded raises either. Better health insurance programs.
134	The university needs to develop a system that actually provides a certain number of faculty positions based on the number of FTEs generated by classes taught by faculty in a department (not majors). Some positions in a unit may not be able to be tenure track because if the enrollment falls below the cut off for X faculty, someone should be fired. No matter what the budget cuts, this formula should never be overruled. Rollbacks should come from student services or from OOE money -- not open positions. In this way, we can develop a curriculum of quality that does not change every year due to the bleeding us to death with respect to loss of faculty positions.
135	We have basically no rights compared to the other employees. The salaries are very low compared to those at similar universities. The salary increases do not compensate for the inflation and the increase in the cost of living here.
136	Creating a positive environment
137	Salary
138	Separate the Regents universities from the state system and allow them all to become private institutions. Faculty and staff of the universities need tuition waivers for their dependents. It is not an expensive program and many other states with more problems than Kansas universities offer them as part of their benefits programs. Health insurance is much too expensive and we're being dragged down by participating with the state. Allow the regents schools to negotiate their own health care packages with providers to ensure the best possible premiums and services. Finally, allow the faculty to have a voice in the annual evaluation of the university president.
139	Complement the verbal comments of good faculty efforts with concrete tangible rewards.
140	Recognized the contributions of faculty to the good of the university in more numerous ways, even if salaries are not adequate. Find ways to reward those who are in the top ten percent of each area of teaching, research, and service.
141	Inspirational leaders who reward and encourage risk taking. Incentives for interdisciplinary and across school collaborations. Incentives for community-based work.
142	Get a new department head.
143	Recognition of teaching medical students being equally as important as research.
144	Replace faculty who leave instead of just increasing teaching loads. My teaching load has doubled in the past 3 years although my teaching percentage remains the same making it impossible for me to devote adequate effort to my research - and the research requirements for tenure remain unchanged. If teaching loads are significantly increased, then research requirements for tenure should be similarly reduced. If I did not have family commitments in this area, I would certainly look for alternative employment at a University that values and supports research.
145	Hire a Vice Chancellor who has a clue about academics and a dean of medicine who does not act like a deer caught in the headlights of an oncoming car.
146	Hire additional faculty to lessen service and teaching loads so that sufficient time is available for research.
147	Better recognition and appreciation. Improved salary and benefits.
148	When the Dean of my college announces to a faculty assembly that he has started drinking again (and the faculty present gave him a round of applause), I think that speaks volumes about the environment in KSU's College of Education.
149	Tuition assistance for dependents. Salary that is reflective of market pressure is imperative to reduce frequent turn-over of colleagues. Not every Associate/Full Professor will be in the same salary range, but the private sector does not value the expertise of all Associate Professor/Full at the same level. If you want to keep the talent here, you will have to pay them what they can make in the private sector. A harsh reality for those whose expertise is not a marketable skill.

150	competent administration
151	The administration at KU-Med is totally out of touch with the needs of active researchers at KUMC. Furthermore, KU-Med has instituted a policy of appointing individuals into tenure track positions without national searches for the best possible candidate. This is leading to the hiring of some very below average tenure track faculty at this institution.
152	higher salaries, more funding for professional development, tuition assistance, less service responsibilities that could be done as paid work by administrators
153	1. Adjust salaries to comparative schools in the Nation 2. aggressively update facilities (there is NO reason why a lab should be at 50F on a winter morning and at 90F on a summer day, with windows and sewer pipes leaking on equipment and note books).
154	a realistic tuition reduction reimburse for CEU costs voluntary pension not mandatory
155	Less pressure perhaps put on faculty to find alternate sources of funding for teaching supplies, office supplies, research, etc. (although that situation will not improve any time soon based on the current state of the economy and funding for higher education).
156	End to the hiring freeze so everyone wouldn't be as overworked. Better pay and benefits.
157	-a tuition assistance program for spouses and dependents -higher pay
158	Reward faculty teaching efforts. Limit number/influence of administrators who have little understanding of academics. Increase investemnt of state on salaries and benefits for faculty who teach/research.
159	Increase salaries and benefits - they are considerably below the average levels.
160	regognition by SOM that educational and service missions of the school my require additional support beyond that generated by patient revenues. moreover, that essential services needed for tertiary/quaternary care must be maintained for this institution.
161	greater interest and financial support from the main campus and legislature that will allow the necessary growth and development of the medical center
162	Faculty morale is very low in my department due to years of neglect by senior administrators. By neglect, I mean a lack of vision that has created a situation whereby loads have increased significantly over the past 15 years, under the leadership of the same dean. The dean also maintains supreme control over his administrative staff, appointing all who hold key positions. In the case where chairs are to be "elected" by faculty, word comes down from the dean's office who is to be "elected," and faculty comply. The two chairs whom we've had since 1989 have basically driven people away, due to in large part to their incompetence. There was in fact about a 10-year period during which I would characterize my work environment as "hostile." The hostile atmosphere went away, after that chair retired. While I truly understand the need for senior administrators, such as deans, to have on their staff people they can work with, in my situation these people have been those who are manipulated the easiest by the higher-ups. The result is that the dean maintains control, in some cases micro-manages the affairs of college departments, and as a result creates an environment that is not in the faculty's best interest. So such scenarios lead to low faculty morale, especially when the leadership is so controlling, coupled with extremely heavy teaching loads. It is documented that our teaching loads are the heaviest at the university, and we maintain one of the largest professional programs of its kind in the state. While lip service has been given to reducing our loads, that hasn't happened. Last year we lost yet another assistant professor. Her primary reason for leaving was the load factor. I'm a full professor who is looking elsewhere, primarily because I feel that things aren't going to get better in the near future under the current leadership, which shows every indication of hanging on indefinitely. While it will be more difficult for me to leave at the senior level, I feel that it is something I must pursue in order to save my own morale. Due to my leadership from the ranks of the faculty, I have a gained lot of respect from junior faculty, several of whom I've mentored. If I leave, they vow to follow. I'm not so naive to think that getting rid of the dean and his cohorts will solve all of the problems faced by our dept., due in many respects to the economy, dwindling resources, etc. I'm saying that the way in which the college as a whole has been administrated, over the years, has contributed significantly to the decline in morale in my department. Its time for a big change, but that won't happen because of this particular survey on faculty morale. Thanks for the opportunity to vent. I hope that the compilation of the data from this survey will result in some good for faculty across the State of Kansas who deserve quality work environments. Insofar as concrete advice for improving faculty moral, in general, these are my suggestions for your data collection: 1) Increase funding for higher education; 2) Improve the review process for senior administration, striving to decrease the influence of politics.
163	Clear and frequent communication. Opportunities to enhance salary.
164	One easy investment that must be made to improve faculty moral is the provision of domestic partner benefits to faculty. In addition on the KU MED campus there is a disparity in how the medical faculty are treated as opposed to the rest of the faculty. This attitude comes from the administration and fosters a very unhealthy environment. I am actively seeking a position at another university and the two issues listed about will be the largest factors in my decision to leave.
165	Upgrade/Modernize offices and classrooms
166	I am retiring at the end of this year. I am not to be replaced and am leaving excellent students without a really qualified teacher. I am VERY sad about this. However, there is NO incentive whatsoever to continue teaching.
167	1. Be competitive in salary structure; I am at least \$15,000 below the national average for someone in my position, my discipline. 2. Start *really* valuing and hiring for diversity; it's more of the same, especially at administrative and upper-level positions. This means white males -- that's who they are comfortable with. Do you know how many department heads, deans, upper-level administration are women? I can count them on one hand! Women of color -- almost unheard of. This is NOT because men are always more qualified or that no qualified women apply. It is the boys' club atmosphere and decision-making. I think many are unaware of their biases, but that doesn't make it less consequential. 3. Hire more quality, tenure-track faculty. My department/program has been down 4-5 positions for the past 4-5 years. We cannot continue to function

	adequately like this. 4. Provide a better, anonymous way to evaluate central administration, including department heads. Too much is at stake to say what we really need to say. 5. Do you want this to be a "finishing" school for community college students, or do you want it to be a four-year institution? As it now stands, we accept far too many community college credits, which detracts from our own enrollment. Conversely, if you want to encourage community college transfers, then focus more resources on upper-level classes. 6. Aren't you tired of Kansas schools always being at the bottom of Big-12 and national rankings? Being better means putting more resources where they matter -- and at least part of that must be in hiring and retaining good faculty. KSU is simply not competitive, almost any way you cut it. Look at Nebraska-Lincoln for examples of some good retention programs. They made a conscious decision to try to keep good faculty and have greatly improved their record. 7. Do more of this. Congratulations -- this is a great idea!
168	(1)Stop using student evaluations as evidence of good teaching. (2)Reward those who value undergraduate teaching. (3)Stop using GTAs so extensively to teach En. 100 and 200. It's wrong to ask students to pay thousands of dollars to be taught by a graduate student. GTAs are endentured workers who are being exploited by the University. It's called The Grapes of Wrath.(3)Stop asking teachers to compete with each other. Drop Merit pay. Drop Open Admissions at K-State, Salina.
169	Salary is the major issue because we have been promised catch-up increases for many years and there is always some reason for the legislature to drop the ball.
170	Recognize that Extension Specialists are contributing faculty to the University (this survey doesn't seem to even recognize that we don't all have teaching and/or research appointments) Improve ability to accurately evaluate faculty based on merit (not easy) as I would content we still have too many "free loaders" in the system
171	If CEO, CFO of KU hospital showed interest in developing pediatric department, rather than trying to jettison us from the campus.
172	Better communication between the senior administration and faculty is critical. The EVC never meets with faculty, and does not communicate very effectively. I have had more first hand communication with the Chancellor than with the EVC. If we do not hire more new junior faculty the university will be in peril. Our faculty is aging and the teaching load will only increase. New faculty bring energy and ideas to the University.
173	Increase salaries Utilize a true merit process for raised Be more realistic about teaching, service and research loads Eliminate much of the unnecessary paperwork and procedures that go with the state system Allow departments to purchase off state contracts if cheaper and carry over saved monies to next year for faculty development Improve classrooms (clean, current technology)
174	Increase the faculty to student ratio to something closer to our peer insititutions. This would then lead to more opportunity to conduct research that, to my understanding, is supposed to be part of our job. Research is given lip service, but in the end, it plays a small role in our evaluation process.
175	Reasonable yearly increases in salary. More state support for the university. Faculty are being cut increasing teaching loads. Increased teaching load over the past 3 years has decreased my ability to do research/write grants and has impacted my ability to obtain tenure.
176	1. Recognition of accomplishments of faculty members. In times of financial stress, recongnition of various awards and honors becomes even more important. I went through the tenure and promotion process this fall and early winter. One afternoon (2:00 pm)I received a telephone call from the dean's secretary that my application for promotion and tenure was successful. The reason for the call was not to say congratulations, but because administrators were afraid that the list was going to be published in the Manhattan Mercury that day. It was about a week later before a letter arrived from the dean and the information did not appear in the Mercury until 3 weeks after the call. At this time, I have received congratulations from the dean, a bank and about 5 faculty members. Based on the way we handle this process, I really question what message we send to those going through the process. I would think it is important to the university and more emphasis on the flow of information to the candidate and greater recognition by both administrators and faculty is necessart. 2. The decision to publish faculty salaries has created many problems. First, the number published is actually our gross wages for 2003. If you doubt this, compare the your number in the paper with what appears on your W-2. This is an invasion of our privacy and I think illegal under Kansas law. Publishing numbers from the budget book is legal. However, K-State furnished our actual wages. This was done without any notification. I understand that KU has refused to release this information. Why is there a difference in the handling of the information between the schools? Both should have the same set of lawyers. Second, this information creates many comparisions between faculty. This reduces the morale of all the faculty. Third, I think our institution made a grave error in providing the Mercury with an electronic copy of our gross wages. It also appears that administrators are trying to cover-up this error. This leads to further distrust and lower morale in the faculty ranks. 3. Improved communication between the administration and faculty on the state budget process. I think we should have information from the administration rather than needing to depend upon the Mercury for information about our budget situation. I would think that our administration could provide more accurate and timely information than the newspaper. Administrators should not be afraid to tell the story. Better for the faculty to hear from the administration rather than read it in the evening paper.
177	commitment and vision by section chiefs and above for the improvement of the department irrespective of the short term effects it may have on their own agenda and security.
178	Commitment to adequate salary raises consistent with that at peer-universities.
179	1) Better commuication between faculty and senior administration -- soliciting faculty involvement in development of university initiatives. 2) Cost of living adjustment for yearly salaries, along with merit pay. 3) Equity raises.
180	A stronger financial commitment from the state for faculty salaries and faculty career development. Investments in the research infrastructure are needed. KUMC is one of the most expensive places in the country to conduct animal research.
181	Physician benefits @KUMed could be improved. Health benefits from the state have only average choices. As a physician providing care (often free) for the residents of the state of Kansas. I was unhappy with the lack of medical insurance

	coverage for my initial two months of employment. There is no viable surgeon's lounge. The emphasis on research for promotion is frustrating for those of us providing a very heavy load of clinical care.
182	There is an obviously poor working relationship between the Hospital and school administrations and, given the already difficult environment of escalating clinical burdens and lack of school resources, there should be a substantial, visible effort to COMMUNICATE and GET ALONG. We have a great faculty and the institution has limitless potential. Vast majority of faculty are very loyal and fond of KU. Need friendlier State budget too. Appreciate the opportunity to share concerns. Thanks.
183	Change the leadership of the hospital.
184	Top-down, bottom-up annual performance review. This means faculty reviews administrative performance as well as the reverse. De-Balkanize the medical center. Hospital, SOM, SOAH, KUPI all work at odds. Hire all new upper management with an academic background, energy and a vision for the future. Completely separate the business of medicine and academic pursuits in clinical departments.
185	Salary/Benefit increase Tuition assistance for spouse and children
186	Improve leadership of senior administrators
187	An increase in salaries!!!!!! Tuition waiver for children. More equity in salaries within and ACROSS departments
188	KSU salary has been 12th in the Big 12 for many years, change that.
189	The administration should rediscover what a real university is about, viz. teaching and scholarship, instead of promoting grantsmanship for the sake of federal monies.
190	salary
191	Get a new Chancellor(he has no clue about how to run a medical center) and Executive-Vice Chancellor(what an embarrassment he is)
192	It's too late and too far gone.
193	It's too late and too far gone.
194	Removal of threat disparities between KU and KUMC (KUMC faculty did not get significant raises over the past 5 years; KU faculty did). Removal of threat to force faculty to pay their salary from grants and other sources. This is not happening at other state schools. Our department just lost a senior faculty member who is going to another state med school and his salary is significantly higher and guaranteed. We have little chance of hiring qualified new faculty otherwise.
195	1. Eliminate or buffer faculty from bureaucratic policies. 2. Open-book management. 3. Department chairs recommended to Dean by faculty rather than Dean appointed Department heads.
196	Better salaries better parking
197	Faculty morale could be improved by enhancing the pay structure, providing opportunities for more professional development, and by have more graduate assistants available to faculty so that we can attract more and better grad students.
198	restore insurance write-off at hospital to state employees
199	K-State's current financial situation is deplorable. The lack of money permeates every aspect of my job from the teaching facilities to the salary to the fact that there are not enough faculty hired to fill all of the department's positions. K-State is a minor league team trying to compete with the majors. If you want to compete you have to pump money into the university so as to equip the faculty/university of the proper tools. The computer systems crashes, departments go without a full faculty, classrooms are deteriorating and not being cleaned, ... (I could go on).
200	Too much attention is given to salary problems of people already making more than nearly everyone else-- what about those of us in humanities, etc., who are paid less than half of what the engineers and business faculty get? That is killing morale.
201	Develop tuition assistance for spouse/child of faculty member at KSU.
202	For the Dean to include faculty governance in any of the ongoing projects, processes, recruitments, etc. We are excluded from involvement.
203	Increase numbers of competent faculty and increase and maintain salaries and benefits at all levels of appointment and duration of appointment
204	stop budget cuts make salaries more competitive so good people stay align dept expectations with new budget levels, rather than continuing to expect same with continuing budget cuts over 4 years
205	Give us adequate parking facilities.
206	Increases in Salary, Improvement of Health care benefits, Improvement of student quality, more frequent leave
207	the support staff situation here for research and teaching is as bad as I have ever seen it. Support staff are essential to good teaching and good research.
208	- Raise salaries. - Hire more faculty, this would make the work load (service, teaching and advising) more reasonable (we are just lacking hands to do it all). - Awards and recognition for one's work (teaching, service, advising, etc) would make us much happier. - Library cut after library cut slows our work down while we wait for the interlibrary loans to come in. In addition, many older books (bought in the sixties and seventies) listed in the catalogue have been lost and not replaced. Stop the library cuts and improve the holdings. - Some of the seats in my office are ripped. I have never seen them any different since I am here. I can't receive students parents when they visit campus in my office. I feel so uncomfortable with

	the shape of my furniture.
209	Higher admin should accept that faculty are talented motivated professionals and should see their mission as providing help and assistance, not top down dictates. Also, the self enrichment of higher administrators and their spouses should cease. It is too bad that we no longer have nepotism laws. Second, the only yardstick for measuring faculty performance is the extramural dollars brought in-not the quality of the research output.
210	More perceived ways of providing input in policy directions.
211	Provide annual salary increase of 4% or more. Increase pay for teaching summer course. Fill vacant faculty positions so rest of unit is not doing double duty. Stop governor from raiding university budgets.
212	Well paid well trained suport staff. Some way to pay the top flight suport staff more than the dead wood staff we can't fire. Middle level administrators with some personal management skills. Bean counting is important in tight budget times but in the end People not spread sheets do the work.
213	Once tenured, I think greater emphasis should be placed on excellence rather than the broad efforts in service, teaching and research.
214	Be more active with Junior faculty in regards to the tenure process and reseach opportunities. There is really no good mentor for me. Expectations are stated to me as teaching first, scholarly activity second and service third. However, it is evident that one must first do service to guarantee one's own income/position. Teaching and scholarly activity are required above and beyond the increasing demand for service. I can do private practice, make much more money, and teach to the commuity more than I can find time to teach and do research at this university. The faculty I joined is not the academia of my dreams that I saw 10 years ago. In essence count teaching as every bit as important to earning money as bringing in service contracts. Also create time availability and experienced faculty help to ensure tenure items are addressed and so that progression to tenure is obvious.
215	Give positive strokes to the faculty who do not bring in grants but are excellent teachers
216	TIGHTEN UP THE TENURE PROCESS
217	annual raises and reduction of salary compression stop the out-of-control health insurance costs! Even with the small raise last year, my pay has gone DOWN the last 2 years because of rises in health insurance for my family The tight-fisted state legislature and tax-cutting mania is a lot of the problem.
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219	Better senior leadership - it's time for change at the EVC and Dean level.
220	Improvement in funding for medical school in general. There or 6 or 8 business schools in Kansas and 1 medical school. It should be supported above peers for a period to allow us to gain parity. We need depth in the bench and happy mid-level practioners to move forward. Retention is key.
221	Improvement in general OOE level for general program maintenance. The "love economy" or general program support is waning. It makes us more inefficient in delivering our basic mission. At the same time, we are looking for more \$\$ for research and grants. We have the same people trying to keep the educational program going with fewer resources while trying to get more resources for research. But, in the meantime, they are getting overworked because of inefficiencies caused by the lack of general program support and at the same time the research demands more of their time, too. No wonder morale is at the lowest I have seen in my career. Quality of facilities and repair, maintenance, and cleanliness of facilities. Additional technical staff and operating \$\$ support for Agricultural Experiment Station research programs. Some control over the amount of administrative reporting and accountability. We get more and more assessments, requests for information, etc. and less staff and resources to respond. Be more realistic about how much more work and effort we can expect from an already overloaded faculty and staff. We seem to be running faster and faster just to try to keep up with other programs that are much better funded, have more faculty, and better facilities.
222	tuition assistance for dependents
223	KU-W leadership understand clinical faculty roles better and support them better
224	Better pay. Less load of Service activities.
225	Improve salaries and benefits. Provide more endowed chairs. Funding for faculty development.
226	1. Increase salary. 2. Creative benefits such as waiving tuition for children of employees. 3. Acknowledge the autonomy of KUMC from KU. We are not one university.
227	Appreciate and credit for scholarly service activities on committees. Reduce teaching or advising if committee work is intensive and needed for University function.
228	Higher salaries. Tuition assistance for spouses and children. Kansas Legislators with a better understanding for what we do and what benefits (economic and intellectual) that our academic institutions provide to the state of Kansas.
229	Develop a more flexible tenure process, where teaching accomplishments are given equal weight with research accomplishments. There is little incentive to spend time and effort to be innovative with teaching methods when research funding is the priority focus.
230	administrators should pay more attention to faculty's professional activiteis and personal needs, and recognition of efforts and dedications.
231	break the cycle of constant financial crisis which result in recisions and budget uncertainty

232	Increases in salary in particular. More consideration of dual career couples when one is already in the system.
233	1. Evaluate teaching by a more objective means than student evaluations. 2. Improve the quality of the medical students. 3. The administration could support the faculty in requiring academic performance and professional behavior from students. 4. Provide support for grant preparation. 5. Provide opportunity for faculty to evaluate administrators. 6. Improve communication between administration and faculty. 7. Improve representation of KUMC to the Board of Regents and the legislature. 8. Provide institutional consideration of the impact of construction and building maintenance on on-going research activities (i.e. unannounced impingement on research activities by noise, vibration, dust, workmen, etc.). 9. Improve purchasing procedures (i.e., time required to obtain a purchase order) to expedite procurement of research supplies.
234	cant think of many.. better opportunities to do research. Stable and better administrators who turnover every 2-3 years.. thus no consistent leadership, and in fact poor leadership for the past 25 years
235	Provide tuition assistance to immediate family members. Increase salaries to the median level of peer universities or Big 12 universities. Improve tenure and promotion process.
236	Decrease the teaching load. Involve the faculty in the setting of goals and the administration respecting that contribution. The administration treating the faculty more like professionals and less like easily replaced laborers.
237	Replace secretaries who are "dead wood."
238	1. Immediate and across the board salary increases. My take-home is lower now than it was three years ago, and my work expectations are higher; 2. Less autocratic leadership that incorporates employee input better; 3. Greater professional development opportunities; 4. Greater understanding and appreciation of our net worth to Kansas by state policy makers; 5. Higher admission standards for students.
239	Significantly higher salaries True decentralization of decision making Greater respect for academic liberal arts traditions Greater informal contact with administrators
240	Vacant teaching positions need to be filled early in the year. The administration seems to delay posting the positions until it is too late to hire the best candidates. We need improved salaries!!!! Many of our graduates earn more in their first positions than many faculty members that have been here for years.
241	Considerable raises would help because salary issues are disturbing considering that, in effect, I've lost money each year that I've taught at this level.
242	The feeling that Sr. academic leaders wish to see change, rather than only "status quo" or staying "under the radar" Active effort toward fringe benefit programs.
243	1) better salaries 2) tuition waivers for dependents (How will I pay for the education of my own children?)
244	1) better salaries 2) tuition waivers for dependents (How will I pay for the education of my own children?)
245	1. Invest in some development. 2. Eliminate the archaic tenure and promotion process. 3. Merit has no meaning unless there is a reward attached. 4. Take home pay has went down every year I have been here. 5. Faculty get no benefits from universities (including athletic events, bonuses, etc).
246	More than a 1% raise per year which is delayed 6 months anyway, resulting in an effective 1/2% raise per year.
247	Fix the work load and the salary
248	Pay us decent salaries! We're the lowest paid faculty members in the Big 12. Administrators could cut out much of the busy work -- the incessant assessments that rob us of valuable time to do research -- and they could be willing to accept salary freezes along with us. Wefald accepted a huge raise the year our salaries were frozen. Administrators claim they value our opinions, but in spite of all the time they spend devising forms for us to fill out, they couldn't care less about faculty input, and they don't value our teaching and research except insofar as we bring in grant dollars that contribute to their own astronomical salaries. For example, they decided to cut out university-wide student evaluations (except online, which completely negates the value of the process), expecting us to foot the bill for evaluation, if we're to ensure student participation. I'm completely demoralized here, and wish someone would value me. Instead, they pile on more service. The classrooms are overheated and crowded, and there are not enough of them to go around. Office staff does not help us; instead, they use every opportunity to sabotage our mission of teaching and research in order to gain more power for themselves. The person who does room scheduling lied to me and claimed that a room I badly needed to use was already scheduled, and I later learned that nobody else had scheduled it at all.
249	10% increase in salary More, and simplified, support of professional development Reduced advising expectations and advising only in your preferred field Tuition assistance Administration awareness of and support for dunique workloads for professors with unique interests and abilities.
250	1.Higher salaries and better benefits. 2.Requiring same level of education (PhD)from all faculty, thus eliminating the two-tiered organization in which provincialism, cronyism and nepotism supercedes concern for highly qualified faculty. 3.More diversity and less in-house hiring.
251	Increase salary consistent with other regional institutions. Provide travel, professional dues, etc. benefits.
252	Better quality/more ethical administrators, better facilities. Better quality of life here in Manhattan in general. Huge disparity of faculty salaries as published in the local newspaper.
253	Take decisions out of the backroom, i.e., the Provost's office in particular, and incorporate faculty input into the decision-making process. Give chairs a chance to be consulted first before policy decisions concerning their departments are made. Stop threatening faculty and departments tacitly. Show consideration for interim chairs who are returning to a 9 month contract. Recently an interim chair was returned to regular faculty - without consultation or an opportunity to have any say in the process. No bridging contract was offered by the Provost and as a consequence the interim chair who was stepping

	<p>down at the end of June learned only a week ahead of time that he would not be receiving a salary from the end of June to the middle of September. It was miraculous that the colleague escaped declaring bankruptcy. Also his family was endangered by the loss of health insurance - and this is how a tenured faculty member was treated, scandalous treatment by the Provost. The upper administration should stop its micro-meddling/micro-managing and intimidating faculty who might suggest possibilities other than those of the Provost. The upper administrative needs to stop turning FHSU into a home-grown institute for FHSU graduates and instead introduce more diversity through colleagues with outside degrees. The university needs to revive FHSU to devolve into a votech. institute. Standards need to be revised. The climate of fear needs to be addressed in order to stop the brain drain. For your information I am not a member of AAUP.</p>
254	<p>If the upper administration would actually listen to the faculty rather than maneuvering around them. If the deans being sought were selected on their ability to help their colleges rather than on being "yes" men to the administration. Giving FHSU permission to implement the tuition waiver program we have proposed previously. Reducing the research expectations to match with the reality of what can be done in view of the teaching load and service load. Changing the teaching evaluation process to enable education instead of pandering to the students. Providing realistic and significant funds to support professional development.</p>
255	<p>higher pay fewer classes more time for research</p>
256	<p>Having a salary and benefits that would allow my family and myself to live more than just pay check to pay check!</p>
257	<p>Infuse more resources into the degree programs with the highest demand.</p>
258	<p>More merit pay funding More scholarships for minority students More graduate student scholarships More graduate student assistantships Additional faculty positions Pay increases</p>
259	<p>1. Institute a step pay scale so that professors receive a small financial award for each year they stay at the same institution. 2. An antagonistic relationship exists between the FHSU administration and the AAUP. Rather than pursuing win-win strategies through compromise and consensus, both sides now seem locked into "don't give an inch" win-lose negotiation strategies. AAUP bargaining representatives seem to have an axe to grind with administration. I'd prefer not to get in a war with the administration over some of the issues they are fighting about. If both sides adopted a more conciliatory approach, it would improve the campus atmosphere. 3. FHSU generates a lot of paperwork and reports that either do not get read or are underutilized. For example, the tenure review process requires the submission of a huge amount of information, but then the review committee is so overwhelmed they seem to skip or skim over many parts. I feel like FHSU has gone somewhat overboard on filling out documentation. I understand the need for accountability, but if you spend too much time WRITING about what you plan to do, summarizing what you did, and justifying why it is important, you don't have nearly as much time left over to actually DO something useful. I believe a streamlining of some of the review and evaluation process could free up a scarce faculty resource--time. This is especially true for young faculty.</p>
260	<p>Actually getting the 3% increase this year would go a very long way.....</p>
261	<p>Opportunity to evaluate the chair</p>
262	<p>Everyone I know works too hard, too many hours. Reward work with \$\$ in the form of merit pay and recognition.</p>
263	<p>Higher salaries, more realistic expectations about research (given our heavy teaching and service loads), better town/gown relationships leading to town investment in some amenities (such as shops and restaurants) that would make Emporia a more appealing place to live.</p>
264	<p>Increase fiscal support for professional development.</p>
265	<p>Provide tuition assistance for spouse and dependents, let faculty have input into the evaluation of university presidents, improve health care benefits, improve salaries, have the KBoR go to campuses to visit and meet with faculty to discuss faculty concern (and take action on those concerns), and let faculty have a true voice in what happens on their campuses!</p>
266	<p>administrators and faculty "leadership" need to listen to faculty when making decisions</p>
267	<p>Raise salaries and provide more money for travel and professional development. I also spend a lot of money out of my pocket for supplies and resources for my classes.</p>
268	<p>1. Higher salaries definitely would make working 12-15 hours per day more palatable.</p>
269	<p>Some administrators must put themselves in the shoes of the faculty to truly understand their concerns. Faculty are seen here as secondary to serving students, not integrally important in doing it.</p>
270	<p>We see the state giving large amounts of money to the sports programs but not supporting the rest. To have personnel cut to save money does not help in doing our responsibilities. If the state showed its support with financial support morale would improve.</p>
271	<p>Faculty could be viewed as a precious resource instead of an expendable commodity.</p>
272	<p>salary level and benefits similar to national standards</p>
273	<p>1. get dept chairs who do not play games and are vindictive toward tenured faculty 2. get a decent library - it is sad that when one does research one has to go to another institution because nothing is available and interlibrary loan costs up to 12 per article 3. diversity is a constant issue 4. merit pay has been non-existent so either don't bother to make us fill out the forms or actually use it to give pay increases 5. I am sick of the fighting in my dept and across campus...bring in someone at the top who knows what the hell he or she is doing and who does not try to micromanage or yell at people because they do not go to events she thinks they should go to..6. the salary level here is a joke compared to elsewhere...one potential faculty member was making 15,000 more where she was at...obviously when it came time to offer the job and discuss the salary she stayed where she was..so do something about the salary..a 10,000 across the board raise for all faculty would be great...I am at the asst. level and had lunch this semester with a full tenured professor who has brought in major grants. she is making 7,000 less a year than me. something is really wrong with this picture. in order to actually retain</p>

	people..something is going to have to be done salary wise
274	Create clear, fair, and consistent policies and procedures that reflect the wide variety of teaching, scholarship, and service that are increasingly required of us. Do not undertake new initiatives that require faculty support, time, and funds without a deep commitment to reducing their work loads in other areas or rewarding them for the additional requirements. Include more faculty on administrative decision-making committees and truly listen to their ideas about how administrative initiatives will be implemented from a faculty standpoint. Stop the awards system. Awarding one or two faculty does not raise the morale of the rest, and often has the opposite effect. Awards are political and divisive, and as morale sinks the number of awards proliferates. They are not helping one bit.
275	Senior professors who are still doing quality teaching and mentoring tend to be under-rated if their physical limitations restrict their extra-curricular contributions, overlooking or even tending to dismiss the long years of service to the school until a fine speech at a retirement banquet. It is not a morale-builder.
276	Senior professors who are still doing quality teaching and mentoring tend to be under-rated if their physical limitations restrict their extra-curricular contributions, overlooking or even tending to dismiss the long years of service to the school until a fine speech at a retirement banquet. It is not a morale-builder.
277	Move the University to "civilization" such as a Lawrence, KS where diversity and progressive politics are more abundant.
278	Better pay Tuition assistance for spouse or dependents Free parking for faculty No computer at-home-access for those of us who teach web classes
279	The university claims to be teaching-oriented yet continually tenures and/or promotes professors who neglect their students for their research. Students are ignored and insulted by professors who believe they are too important to work at ESU, and yet these faculty members are retained and promoted, while those faculty members who genuinely wish to concentrate on the education of their students are overloaded with service and overlooked for promotion. Women in particular at this institution are overloaded with service while being denied research opportunities.
280	More feelings of worth (salary, benefits, awards, pats on back) Increased state support for higher education missions
281	Address salary compression issues. Each year my disposable income shrinks & it becomes harder & hard to make ends meet - salaries are so incredibly low; decline in health benefits with increase in cost, especially with regard to prescription medicines; cut in faculty travel funds extremely demoralizing [so much more out of pocket & scholarly expectations have not declined - we are trapped in a bad situation]; student evaluation of faculty should be for faculty eyes only [for professional improvement] instead of 'scored' & pitting faculty against faculty & creating a student/consumer driven curriculum where students inappropriately try to intimidate/bully faculty. Institute an "X" on student transcripts which can be used to report a student who cheats in a class - other universities are starting to do this.
282	Higher salaries, better benefits, and an administration that honestly believes in faculty governance rather than sending directives and initiatives out from the bunker of administrative offices.
283	Reduce teaching loads! Increase stipends for graduate assistants.
284	It is often said that salary will not improve morale in and of itself. I disagree strongly. Most of my students (graduate level) graduate and assume positions with much higher salaries than mine - very demoralizing.
285	I am a physician here and I work 70 to 80 hours a week, 300 days a year and still have to much to do. The faculty here have to generate far, far, more clinical care than counterparts in other areas of the country or the community to receive a salary. For example, my work measure are 245% higher than private practice, but my clinical salary is 25% of private practice. Second, the University does not work well enough with the Hospital, which has been very successful. The University from the top on down needs to better understand the needs of the faculty and quit blaming the Hospital authority for their own problems. We need the University and the State to take ownership of issues like indigent care, pay for teaching, and benefits...then we can offer a competitive package.
286	Administration is clueless as to what's going in every department, and certainly they cannot be expected to know everything. However, they ask for input and feedback from faculty, and then turn around and do the opposite. The administration has done a major damage with the School of Library and Information Management by having its previous Dean be half-time so that he could be half-time elsewhere. The result of this is that many things were not done. Next, an Interim Dean who knew nothing about the field was hired. And now, the administration has hired a Dean over the objection of most of the faculty and staff. The school is up for accreditation in February, and the fact that faculty feel snubbed will not help the process. The administration hired this new Dean over a more qualified individual who happens to be Black. The word diversity should not be used by this administration, because it does not embrace it. If they keep it up, the university will have a lawsuit in its hands.
287	Reduce the cost of health insurance. Provide free use of the recreational facilities.
288	The cost of health insurance, especially if you have a family, has completely eroded any gains in salary made in recent years. My neighbor, who loads trucks for a living, has a much better family insurance plan than I do.
289	I believe that tuition assistance is an absolute. Along with consistent application of the tenure process across departments and colleges.
290	Increase salaries to make them competitive with similar universities.
291	Increased pay and "real" benefits...besides health care, which should also be increased.
292	1. Salary enhancement 2. University administration communicates a vision for university and adheres to it in decision making. 3. Promote a more entrepreneurial environment where faculty and units are rewarded for creativity and achievement
293	Children of faculty members must receive a tuition break. The current arrangement is absurd. All my neighbors think I will receive tuition remission for my children when they reach college age--NOT TRUE!!

294	The merit and cost of living increases are bleak. I was warned before coming to Kansas that the State didn't really value higher education, and they were correct.
295	-indications of appreciation by low-level administration -real improvement in salaries -sufficient ooe for professional travel and development -tangible (non-financial) compensation for large, on-campus service (such as complimentary tickets to athletic or cultural events, complimentary parking to accommodate committee work
296	pay some respect to research,help clinical faculty to get time to do research. The main emphasis is how much clinical \$ can one bring in. There is insufficient staff to allow one to do any research. One has to do clinical work as one does in private practice in a cumbersome, taxing system
297	Add another tenure-track position in the Earth Science Dept. We each average 15 classroom contact hours/semester while trying to do research. Way too much...
298	Salary level is inconsistent with the amount of work expected -- one or the other needs to adjust, and it should probably be salary.
299	Recognition by Senior administration of work value by use of financial incentives.
300	"Concrete" doesn't really get to the issues at hand. Two general areas need to be addressed: (1) administration (and quality of administrators); and (2) massive infusion of funds to rectify a variety of inadequately addressed problem areas. Unfortunately, for admnistration to complete a meaningful transformation requires that the administrators themselves undertake that task, something they are unwilling and incapable of executing. On the money side of the equation, Kansas has a history of holding out promies and renegeing on them. So there's not much to hope for in either area.
301	we need more specific criteria for the merit process. our criteria are so vague as to be meaningless. the criteria are inherently vague and discriminatory. our salaries are miserable.
302	1) Better travel allocations to support faculty travel to conventions 2) Better salaries--health care costs and inflation wipe out any gains in the past 2 to 3 years 3) Reduced health care costs to the employee Please don't overlook the department chairs who work 6 to 7 days a week. As accountability has shifted down to where the most accurate information is--at the department level--the raise in expectations for department chairs means almost non-stop attending to departmental concerns, forcing my teaching, research, and service to be secondary many times and usually weekend activities.
303	More public cultural, intellectual, artistic activities for students and faculty. Salary increase. More flexibility for research and professional development sabbaticals.
304	Eliminate politics from important decisions including curriculum. This includes faculty trying to CYA, polititians, and the general public. (good luck!) Find some way to reward those that do extra -- if merit pay is not available then some other perc such as extra travel money, one time bonus, even lunch would be something. Support, at least some, for faculty to attend national conferences in their field even if they are not presenting -- this will also benefit the universtiy. Improve faculty and support staff relationships and communication.
305	Decentralize control of planning for new research space and facilities. Restore power over space and infrastrctre to the departments where tenure and teaching are controlled. Personal interests are driving decisions by our Dean of Research about space allocations in the future. Put in place a decent incentive plan that rewards productive investigators salaries. Increase the retirement match benefit from the state. Protect and expand the research support infrastructure core facilities.
306	More (genuine) responsiveness by administration of faculty concerns. It seems that faculty do not have a real voice in many decisions (at departmental, school and university levels). Less salary disparity between administration and faculty
307	Offer tuition waivers for faculty and immsdiate family
308	I strongly desire more of an opportunity to do research. This also includes a number of other elements as well, such as financial support for professional memberships and financial support to attend national conferences.
309	Change faculty salary raises from a percentage base on evaluation rank to a dollar base. This will allow greater rewards to young faculty and enhance retention of the potentially great. Greater focus on service.
310	Raise salaries across the board by 15%. cut class sizes to a maximum of 30 students. Count a graduate course as equivalent to 2 undergrad courses. develop a formula that limits course hours taken in relation to hours worked. For example, no outside work, 18 hrs max undergrad, 12 hrs max grad; up to 12 hrs worked, 15 hrs max (ug), 9 hrs (g); 13-18 hrs worked, 12 hrs (ug), 6 hrs (g); More than 19 hrs worked 9 hrs (ug), 3 hrs (g). Provide faculty and family with tuition relief.
311	Decrease class sizes to less than 50. Improve the quality of the class rooms (often the room physical resources are outdated).
312	Provide appropriate merit pay for all faculty. Enhance salary and benefits.
313	The university should provide finanacial support for PhD-track graduate students during their first year of study at the college. This way we can attract good students both from US and outside US. Especially good international graduate students will not come to a university without guaranteed finanacial support at least for the first year. After the first year individual advisor's can choose to support the students.
314	A clear long-term vision of excellence within a specific framework and a plan with which to achieve it and evaluate our progress toward it. More discussion of possibility for our institution. This could replace the continual emergency plans we create regarding how to deal with the latest budget cut crisis.
315	Make faculty salary in tune with the merits of the faculty and not based on favoritism. allow faculty to go on sabbatical to perform research and enhance potential
316	Have a senate that represents all the interests of the diverse faculty and that works more collaboratively with administration.

317	listen to faculty
318	Improve quality of students by having more substantive admissions requirements. Investigate ways to develop a campus atmosphere in the neighborhood.
319	Better efforts to promote interdisciplinary efforts.
320	Our college has lost 25% of faculty lines through recisions and shrinkage. The emphasis on credit hour production has resulted in moving funds to summer school and lecturer lines to produce cheap credit hours. Consequently the service load has been spread more heavily onto fewer faculty, while service obligations have increased dramatically. The result is less time for professional development, course improvement and research. In our college, SCH has gone up the last five years, while numbers of regular faculty have decreased. Larger class sizes have been one "solution", as well as offering cheap, "cutesy" workshops that simply draw students. Quality has diminished through this process. Faculty are very demoralized as the legislator has creatively "gutted" this university. Students get a lowered quality education. Faculty have no time to serve the needs of the community. There is no time for reaching out to minority communities to attract more students to our campus. I would be looking for a position elsewhere, but universities do not hire senior rank, mid-career professors.
321	More recognition in colleges of people doing the day-to-day work instead of emphasis on those who look for opportunities to be in the forefront.
322	Demonstrable evidence that my administration, the Board of Regents, the legislature, and the people of Kansas value education for its own sake, knowledge, and pursuit of those things
323	Leadership change. We have a president that is not a strategic thinker and is more concerned with insulating himself from the hard decisions that are demanded of leadership in difficult environments. We have an VPAAR who is a machiavellian tyrant who does not facilitate dialogue or communication upward. All communication is directed downward and there is no opportunity (except through the hierarchy which is tremendously limiting and the information is filtered) for communication upward. This university has become horrendously bureaucratic and siloed under the Administration of Don Beggs and Robert Kindrick. We have a serious problem!
324	Start hiring smart young people and let them build a career here rather than trying to find 50-year-old, established but tired and self-absorbed new professors.
325	Higher salaries, recognition of staff/faculty contributions by dept. administrators, better cooperation and attitude among office staffs
326	It is important for the administrators at all levels to do what is clearly perceived to be in the best interests of the university. If not, this vitiates the atmosphere and shreds morale.
327	Senior administration needs to listen to faculty and address dysfunctional issues within the college. Multiple faculty have complained, but nothing is done.
328	ESU administrators seem to have an attitude that ESU should be like KU; If KU is the standard, then only KU will measure up. ESU administration should be proud to be a teaching institution with a statement in its mission "To provide quality instruction..." KU's mission is different. Their corresponding statement does not allow for teaching to be considered independently of research. Neither is better, but the administration should be proud to be ESU!
329	More hands on involvement by President. More communication with VPAA. Stop raping Center for Entrepreneurship. Replace useless Dean of College of Business. Stop stealing funds raised by Center for Entrepreneurship.
330	We have a very good President and I appreciate his work - very student oriented. We do not have a good VPAA to represent faculty.
331	Count your blessings!
332	Change the VPAAR
333	Fill vacant faculty lines Provide more support for travel to present at conferences
334	Raise salaries and benefits commensurate to the private sector. Some kind of reasonable relationship, at least, to our Peer Institutions. I have been on several search committees where salary/benefits were lower than candidates wanted. They removed themselves from the pool of applicants once they found out the salary/benefits.
335	1. The administration can place external funding and research in separate categories. Presently, any money brought into the campus is called "research". 2. Teaching load should not be used as a punishment for faculty members who do not have external funding.
336	Provide Perks: - free tuition for faculty/spouse/depend. - free admission to sporting events - free parking - a real salary increase that at least covers the cost of insurance increases - a real "merit" program, a total 2.5% increase is "not" merit, especially when it doesn't even cover insurance increases - a less cumbersome promotion/tenure process - allow the department to make decisions and only get college, university, & upper admin. involved incase of a grievance.
337	I completely support performance expectations for myself and others. A positive model would be to provide faculty with the environment and support they need (esp. in terms of hiring faculty and reducing ridiculous class sizes), give us freedom of action and then HOLD US ACCOUNTABLE for performance. Unfortunately, our management model is exactly the opposite. I worked as an entrepreneur and businessman for many years, and I teach management and leadership. Our leadership here is the worst I have ever experienced. Morrison Hall makes all decisions, does not ask for input, and does not even tell us why decisions are made—they are simply dictates to be followed no matter how little sense they make. Financial mismanagement at the senior administration level is rife. I will provide two examples. For the last 2 years 2% of the budget of each academic unit has been withheld by Dr. Beggs, ostensibly to defray any budget cuts coming from the legislature. This makes sense at first glance. Two percent of our school budget has been withheld for the 04 fiscal year. Despite the fact that by November of 03, it was clear from economic forecasts that budget cuts were highly unlikely, Dr. Beggs continued to

	<p>hold the 2 percent and only very recently decided to release 1.5 percent back the units. What can we do with this? We need personnel, not more computers. This money could have helped hire additional direct instruction. Worse, the .5% that was retained will become a permanent cut to our base budget (presumably all other academic units as well). Why? In our school, we have virtually the same operating budget as 10 years ago; with inflation, that's a 40% budget cut with the same SCH's and student numbers. That's the first example. The second is that Dr. Beggs has instituted a policy of forcing us to use campus printing and central services, despite our documentation that their costs are higher and thus deplete our budget. This is a waste of money and contrary to the governor's stated intentions. The university has no direction. Dr. Beggs apparently does not believe in strategic management, as he has never articulated a vision of who we are or where we are going. Quality is not a goal. His actions seem to indicate that he wishes WSU to become a community college, insofar as he and Dr. Kindrick seem to believe we are competing with Butler CCC. We can never compete with CCs on a cost basis, nor should we want to as one of the state's premier universities. Finally, I cannot finish without discussing the gross lack of personal leadership on campus. Dr. Beggs is an unknown to us, and spends all his time with the community. He has unleashed Dr. Kindrick on the academic units. I have worked for many years, and Dr. Kindrick is probably the most venomous, petty, tyrannical, and incompetent manager I have ever seen. Finally, I would note that I do not really believe in tenure and would be happy to have to retain my job by performing to standards every year in teaching, research, and service--just like every member of the Board of Regents must in his or her job. We need that kind of accountability with our senior leadership. Please exercise more oversight here. Come down and talk to faculty--see what's really going on. The potential here is tremendous and totally untapped. Morale is dismal. Some signs of leadership from the Regents per the issues above would go a long way toward restoring the confidence of the faculty in WSU's leadership.</p>
338	<p>1. Less hierarchal approach. Giving opportunites for meaningful faculty input. Shared governance works. 2. Hold administrators--chairs, deans, vice presidents--to their responsibilities. They need to be reviewed and evaluated as strenuously as faculty are. 3. Make certain established policies and procedures are followed. That is one way to gain respect.</p>
339	<p>1. Have the legislature fund universities at a level that, at minimum, meets current needs. 2. Provide a substantial tuition break for faculty, staff and their dependents.</p>
340	<p>1. Simplyfy the tenure system. 2. Change the merit system. Distributing 1.5% based on merit gets everyone upset: 80% because they believe they are perceived as not meritorious and 20% because they do not think they are adequately rewarded for meritorious performance. When meeting expectations is not considered as meritorious and only exceeding expectations is perceived as meritorious, most will be unhappy. 3. Create more informal situations where faculty and administrators can get to know one another. This will help to minimize the "us vs them" mentality for both groups. 4. Decrease the work load or decrease the expectations. A 12 credit hour and 12 to 18 hour contact load plus an expectation of 20% of time devoted to service and an additional 20% to research (scholarship) is an unreasonable expectation.</p>
341	<p>improve dental plan health care premiums are high (but I know this is a widespread problem) higher salary never hurts!</p>
342	<p>Why should I bother? It would cost money and there simply isn't any and the situation will not get any better now that the state has adopted the failed central committee model for budgeting. Clearly communism did not die with the collapse of the USSR.</p>
343	<p>Administration needs to identify a vision for the areas in which KSU can realistically be nationally/internationally excellent Note: it makes no sense to "pretend" that you will become excellent in an area where you currently rank near the bottom. Administration must have the will to redirect resources from underperforming/non-prioritized programs to those that have a chance to be great. Note: this may mean cutting programs back, eliminating programs, shifting faculty lines, etc. KSU suffers from leadership that is trying to "maintain" what the university currently has, which is a recipe for a slow slide to mediocrity or worse. Instead KSU needs leadership with a bold aggressive vision for where to be great, how to be great, and the guts to execute a plan even in the face of stiff criticism. Faculty care about excellence and it is depressing to work towards that in ones own career within the context of an organization that does not also work towards excellence.</p>
344	<p>For years, the university has balanced it's budget by not refilling open faculty positions causing undue service, research and teaching loads on those of us remaining. Find the money to fill critical open positions- BTW-I don't consider ALL open administrative positions "critical" as our current administration apparently does. Many senior positions are held by older, non-productive faculty who are simply cashing the checks and not contributing to the effort. Get rid of those folks one way or the other. Watching the highest paid faculty in a department contribute little is a serious morale damper on younger faculty who are busting their humps for much less. Get salaries/benefits in line with competitive industries that hire the top PhD's and leave Universities with second rate faculty. While my healthcare paycheck deductions aren't that bad, the coverage and my "out-of-pocket" costs are out of hand. Develope promotion levels/titles above "professor" to have something to shoot for after 10-12 years on the job. The few elite titles that are available aren't within reach of the typical faculty member that is carrying his/her share of the load but is not in a position to compete for those titles. Quit spending money on underground sprinkling and provide a little for upgrading the office environment. I realize that the public notices the lawn and not our office furniture but we have to live with this WWII furniture every day. I had to buy my own desk chair because the old one fell apart and there was no money to replace it. Heck of a morale booster. And, finally, move the university to a state where the elected officials and citizens actually appreciate the value and contributions of higher education and are willing to fund the effort appropriately.</p>
345	<p>Maybe some motivational programming for faculty at the beginning of the year. And a time when the president or vice president for academic affairs would speak only to the faculty about issues that we face.</p>
346	<p>Higher salaries Teaching load that is similar to other AACSB accredited Schools of Business, meaning lower.</p>
347	<p>Increase number of faculty to support programs (too much is expected from too few faculty); increase support for time to collaborate among and across faculty at all levels (dept., college, and university); and balance requirements across teaching, research and service, so that it is all valued and supported per faculty contracts (e.g., so much is expected from faculty now that are within the realm of administrative duties, that there is little time to devote to quality teaching and research.</p>
348	<p>First much more attention needs to placed on the research mission of the SON. Second, other than Dean Miller, we NEVER</p>

	have a chance to evaluate the administration in the SON.
349	WSU has a great deal of potential. But first there needs to be an administration with the vision and the courage to take us beyond the goal of mediocrity.
350	Hire administrators that support faculty research and development. Reward faculty for success in research and grantsmanship. Change the resource allocation model from one that only values credit hour production, to one that rewards scholarly activities. Give faculty small extra perks such as free admission to sporting events (except baseball and men's basketball). Get a football team. Have upper administration actually meet the faculty. I've been at WSU for four years and have not met the Provost, any Vice President, or the President of the University. Force the Board of Regents to return more of our tuition dollars, on par with KSU at the least. Beggs has said that "WSU is a night school for people who work in Wichita." If WSU is a four-year community college, then make that clear to the faculty and new hires so that their expectations are realistic. And remove scholarly activity from tenure and promotion decisions, if these really are not valued by the institution.
351	If there are departmental chairs, directors that are not doing their job (Mentoring, Leadership, Advocating etc.) for their Faculty, especially junior tenure track then they should be replaced.
352	It would mean a lot to me if I could bring my dog to the office. I would be happy to obtain a permit or make a donation to gain this privilege.
353	Tuition assistance for family members would encourage senior faculty to stay rather than leave with their grant and indirect costs. Only those with grants can leave. Therefore, the supposed money lost due to lost tuition would be easily made up by keeping the faculty with their grants and indirect costs.
354	-Stop the outrageous violations of university policies. -Start Holding faculty, chairs and administrators accountable. - Chairs/Heads of departments have the greatest impact on morale, hence, their appointment and performance must be closely monitored. -New hires are great investment, hence hiring practices must be revised to ensure that University gets the best applicant. Form a task force/committee of professionals from the university and from outside the university to interview the welling among faculty before making their recommendation.
355	I think there needs to a reduced teaching load for people who are tenure track, it is impossible to do research during the academic year due to my teaching load yet I am expected to publish in order to get tenure. My Chair seems uninterested in this issue yet she only teaches one class each semester which gives her plenty of time for research. I also think WSU needs to attract a better quality of students. It is demoralizing to be teaching students in a masters degree program who cannot write, don't know how to cite references, and don't read. All these things are making me consider seeking employment elsewhere. Also, in my Dept, we are expected to be on many time consuming Committees in addition to a lot of teaching - yet when we go up for tenure we still need to have pubs.
356	The budgets that are needed to support teaching and development of faculty are much too low. It is becoming impossible to teach the materials that my students need because of inadequate OOE moneys. Scholarships for students is poor and needs to be significantly increased, if we are to attract qualified students. The Endowment Office at WSU is a disgrace and is harming the programs in my School significantly; the administration in Endowments needs to be replaced.
357	Renovation of crumbling classrooms. Enhanced communication, campus-wide. Stronger support of technology. Mandatory library skills course for students. A spam filter for email. Privacy in offices. Better health benefits. Attention from administration to concerns expressed by faculty.
358	Central Administration seems to have a vision of WSU as Sedgwick County Community College. They refuse to do things to improve the quality of research and education at the University. While faculty positions go unfilled, new administrative slots are created left and right. Research is given lip service, but there is ABSOLUTELY NO support given for faculty development and research. I cannot describe the level of destruction being done by the current Vice President of Academic Affairs. He is paranoid, manipulative, dishonest, and petty. The single greatest way to improve faculty morale would be to have him removed and replaced with someone with integrity and vision.
359	For starters, let's quit trying to corporatize the university. We are not a for-profit business venture, and pretending we are threatens to make FHSU into a degree mill rather than a regional liberal arts college. The virtual college and the international agreements with China, etc. should be reviewed to make sure they aren't prostituting what little resources we have to serve our primary goal, western Kansas. Let's include faculty at all levels of decision-making and quit trying to pretend as if the AAUP doesn't exist or doesn't represent the faculty's interests. For example, let our administration listen to the recommendations of the state's own fact-finder with regards to tenure and promotion grievance procedures. Young faculty are less likely to stay in an environment where the administration fights every faculty led initiative to catch FHSU up with the rest of its peers in terms of governance. Are the regents aware that the AAUP's national office has spent more time and money helping us deal with our administration in the last four years than any other startup university in its history? It borders on embarrassing. Also, let's use some of the money from the virtual college and increased enrollments to add tenured faculty positions (not temporary) and/or use the money to promote research for those who would prefer this route, maybe even 3/4 load for proven researchers. Continued pressure to teach and administer (at the dept. level) overloads and virtual college courses to people in foreign countries, etc. cannot continue without the faculty seeing some long-term benefits for FHSU's core programs besides the meager pay for the individuals.
360	no one cares to hear the truth...like Jack Nicholson eloquently put it in a movie: "...the truth, you can't handle the truth!" this is an extremely "dysfunctional" workplace.
361	Have administrators who value quality over quantity, both with research and the student body.
362	More competitive salaries, better and less costly health insurance, tuition assistance for dependents, and more equitable salary increases. Overall, faculty are expected to do too many tasks such as obtaining grant support and service activities such as development of student learning outcomes. All of this takes a lot of time. Our department has had hiring freezes for the last two years. When faculty leave, the remaining faculty have to take over their job responsibilities. We are over worked, and our programs are at the breaking point.

363	Increase state support for education, provide tuition assistance for dependents, increase fringe benefits for faculty.
364	Create a positive environment for faculty -- show they are appreciated rather than looking for them to make mistakes. Let faculty members in a specific area of expertise have the major input into decisions about changes in that area. No administrator knows it all. Work against micro-managing by administrators. Give faculty responsibility and the power to initiate actions in their area.
365	not likely in the current larger context -the "sweep" of accounts by state government this spring was the last straw.
366	Top administration at FHSU does not understand what an academic career for faculty members entail (particularly because our president has never been a faculty member who teaches and does research and service). Therefore, the philosophy here is teach more classes and students, charge less for tuition ("Affordable Success"), and FHSU will be successful. The lack of understanding of what it means to balance teaching, research and service is causing the "Success" portion of "Affordable Success" to suffer. Faculty morale would be improved if our top administration could understand this and change strategies to ensure that faculty do well in all of those 3 areas.
367	A real evaluation and REWARD system
368	Fire the president and academic vice-president and get replacements who care about students and faculty and understand how to run a university.
369	A clear and meaningful statement of the mission and purpose of the University. One that the faculty can commit to, something more than "be the low cost provider." Demonstrate some vision and leadership.
370	I have an increasing sense that I am at the mercy of forces beyond my control that are changing higher education. These include the legislature, the regents, and the campus administration, and, in my view, they often do not have the best interests of higher education at heart. They are focused on increasing enrollment while giving us less support and making it "easier" for someone to get a college education. Nobody seems to care about standards. My concern is that the end result of this will be to devalue a college education. The faculty spend more and more time and energy trying to respond to the constant demands that we are getting from these forces. This detracts from what we really love: teaching and scholarship. Faculty morale could be improved by getting faculty more involved in the decision-making.
371	Reduced or eliminated tuition costs for spouses and dependents! Sustained, if only simple or moderate rewards for teaching and service (not just research) efforts. Increases in administrative support and funding that are uniformly consistent with expectations placed on faculty.
372	More realistic perspective on the balance between teaching, research and service. We have heavy teaching loads and with research expectations it is difficult to give teaching the emphasis it deserves. Also I remain concerned about the escalating costs of health care insurance. Each year the costs go up with what insurance pays goes down.
373	Reduction in Administration in tough times - that would have sent a stronger message than anything they could have done recently. Nobody had to be fired, they could have just delayed filling vacancies for a short period (Perception becomes reality). We keep losing faculty, but it seems that we never consider reducing administrative overhead to go along with that reduction in staff and students. Let's publicly compare and analyze the true cost of administration per student credit hour delivered at the various Regents' institutions. Congruence in Administrators words and actions. If administrators think faculty members are important, include them more often in decision-making on significant changes or programs. Senior administrators getting hefty 5-figure raises (in excess of 20%) when faculty get 1-2% is not a very morale-boosting activity, regardless of the source of its funding. Finally, walking around the campus and interacting with faculty and students might also boost morale, if it wasn't just done for window-dressing.
374	Allow input into policies rather than current Gestapo methods employed. Have dialogue and allow input from faculty and staff on budget, policies, etc.
375	Have an administration that is responsive to professional desires of faculty. Have an administration that articulates a clear mission to the faculty. Have an administration committed to becoming world class at their articulated mission.
376	More upper administration support of faculty concerns
377	KUMED should become a separate regents institution . Senior administrators should be held accountable for providing a climate to maximize faculty productivity. Goals should be established in terms of compensation for faculty and administrators salaries should be a risk if the goals aren't reached.
378	Greater administration acceptance of input from faculty, particularly through Faculty Senate. Greater support for faculty development, development of research in particular. A true grievance process for T&P, privy to review of occurrences in otherwise-confidential committee meetings.
379	We simply must have adequate support for our work. Our service responsibilities have become those that secretaries or staff should do, and yet because of cuts in operating budgets (and no increases for YEARS), we are forced to do the work which takes us away from teaching, scholarship, and service. Little Things Count. Regents could send notes to Presidents, VPS, Senate Presidents telling them they appreciate them--with copies to the campus newspapers. Senior Level Administrators could follow suit with notes to their lower level administrators--trickling down to the students. Buy EVERYONE in the whole system a copy of Fish! (Lundin, Paul, and Christensen) and a copy of the movie for every college. It helps to Choose Your Attitude, Play, Make Their Day, and Be Present. (Read the book, it's great).
380	\$
381	Increase salaries Allow for tuition reimbursement for my dependent children at any Regent University
382	A consistent process of merit evaluation for salary consideration throughout the university would be very helpful. Better communication with the WSU Foundation (more open discussion) regarding problems of coordinating scholarship process and university calendar requirements, curricular issues,.. etc.

383	The university needs a more scholarly environment, for both faculty as well as students, with lectures, colloquia, conferences, and so on.
384	Make a decision about what is going to be emphasized/supported and then apply energy and funding to those things. Don't keep people waiting to see what "the next" administrator might do or not do. Set a course. The time is now, not later.
385	Equity raises to keep pace with others in KSU and with similar institutions. Tangible support, mentoring for advancement.
386	The president needs to be (1) less autocratic, mean-spirited, and always having to be seen as "winning," (2) more concerned with substance than mere appearances, (3) willing to pay respectable salaries to those who manage our Virtual College instruction, especially the adjuncts. The Provost is truly committed to the right sorts of things, but he is too addicted to the joy of wheeler-dealer "political" games. Otherwise, I think that affairs here at FHSU are run decently well.
387	Need more merit and respect.
388	Faculty should have some say in decisions that are made by administrators. Most decisions appear to be top down. Even if that remained the same, faculty would appreciate hearing about decisions that impact them before they (the faculty) have to implement those decisions. Also, senior administrators could keep closer contact with faculty other than through faculty senate. No one, not even my chair has ever come to my office to visit and find out what I do. More money for salaries would be welcome: as a former business owner, in 1986 I made almost twice as much as I make now. Free tuition for employees, spouses, and children would be a tremendous morale booster. The argument against this--that this would take away "space" for tuition-paying students-- seems very weak. The policy of free tuition for employees and immediate families has been implemented elsewhere with great results, and no loss of paying students. This ought to be researched more carefully, rather than dismissing it out of hand with a somewhat spurious argument. If a university says it places a high value on research, then it ought to give instructors with heavy teaching loads time to do research and writing.
389	Tuition waivers for dependants; Complimentary parking permit for spouse
390	On this campus, the administration appears to think that IT is the university and that faculty are merely employees, and employees of the administration, at that. How one would go about rectifying that sort of cultural mindset is anybody's guess. Suffice it to say that the administration, over the past two decades, hasn't exhibited any desire to change things.
391	Opportunities for faculty to meet in more collegial activities --- faculty dining room or coffee room. Enhancement of opportunities for faculty in different departments and colleges to work collaboratively without concerns about who get the credit hours, etc.
392	1. Reduction in teaching load from 12 to 9 hours/term. 2. Minimum 10-15% increase in teaching to get FHSU on par with other Regent's schools. 3. Improved faculty input into university decision making. Faculty senate needs empowerment rather than serving as a 'token' body that is ignored.
393	Provide tuition reimbursement program for spouse and children
394	decent pay raises, improved physical facilities
395	Tuition assistance for spouse & dependents. No one can believe it when I tell them that this is not offered to WSU faculty/staff. This would also help justify the low salaries. Support new faculty in the tenure process. Especially faculty new to academia.
396	1)When faculty interview and get competitive job offers, then use this as leverage for higher salary at KSU, ask them for a signed letter of resignation to be implemented right then and there, should their demands not be met. This would separate the serious job seekers from those just lobbying for a raise. 2)Lower PERCENT pay raises for the higher paid faculty. The disparity is incredible. 3)When department heads step down, bring their salaries back down to average for faculty at their level within the departments.
397	merit raises opportunity/time for research reasonable research expectations hire more faculty support rigorous academic standards spread advising over all department faculty
398	Pay attention to our needs.
399	more scholarship money more money for facility upkeep and new technology more money for departmental advertising more equitable teaching load expectations
400	Solve equity issues in salary and benefits. Early promotion must have a fair process and more equity.
401	A more understanding vice-presidential level administrator. Administrators with a better understanding of environmental influences
402	Retirement of President and VPAA
403	Top administration does not talk with faculty nor do they listen to faculty concerns. Top administration seems to say whatever their current audience wants them to say.
404	Remind administrators/supervisors to treat those that answer to them as they would want to be treated. Respect, collegiality, honesty, and consistent positive reinforcement and encouragement go a long way to ensuring that top-notch employees will stay longer and be happier--thus, they would more likely do a better job.
405	faculty morale is strongly tied to rewards substantial funding for faculty salaries is needed; psychological rewards can only go so far
406	Tuition remission for faculty and their family. Competitive salary increases. A Dean and President that believed that WSU is a good university and stopped positioning us as the Wal-Mart of high ed.
407	nationally competitive salaries

408	Take to heart what faculty say in this survey and act on it.
409	Better communication. Fewer administrators and more faculty.
410	Reasonable salaries for faculty. I am not looking right now but if a job offer came with better salary and benefits, I am out of here especially as I near retirement and want to have better security. Offer a benefits cafeteria plan. Teaching load can be 10 courses per semester but only equal 12 credit hours. What a trip in preparing for classes!! Tenure, promotion and merit criteria should be developed within each department and approved by administration and not changed by administration without approval of departmental faculty. Financial support for professional development has dropped off considerably in the last few years so to try and present research and attend professional meetings takes a big chunk out of faculty salaries which are already poor. New administrators should be evaluated at the end of one year if nothing else to give them feedback on what is going on and what might be needed now and not in three years. Thereafter, every three years is OK UNLESS first year has major problems. Maybe state administrators should be evaluated every 1-3 years at the discretion of higher administration or request from departmental or college faculty. Evaluation of teaching is almost a joke. TEVALs are administered to on campus students or sent to distance learners and we either get them back to us to read (once data is compiled for each class) generally six month to a year later or distance learners don't return their evaluations at all. There is a very poor return rate for virtual students. On campus students see their evaluations as a process to do quickly and leave class. Too much weight is given to students PERCEPTIONS of what a quality educator is in the tenure, promotion and merit process. As for research, after preparing for ten classes in a semester and doing my advising and service, what time do I have left to do research except weekends and evenings and then that is not always available as I have to grade coursework during those times. I just ask that administrators be reasonable in looking at workload and what they expect from us in a WORK DAY!
411	Stop piling us with teaching loads and obligations and then demanding that we produce more research and publications. Our time is being taken away from us and there is no acknowledgment of this.
412	Impose stricter admission standards. Promote an intellectual culture on campus. Pay us better. More money for travel to conferences and for research support.
413	Less expensive health insurance. Larger support staff within departments & schools. More rigorous advising and admission standards for students. Better pay.
414	Have Dean, Vice President for Academic Affairs, and President become less invisible, learn how to make decisions and provide some academic and university leadership rather than seeking their fiscal advance like a dot.com CEO!!!!
415	WSU could pay "inside" administrators the salary a hotshot from the "outside" would get, especially if the insider's doing a job that's good/great/admirable-considering-what-she-has-to-work-with. 2. No micromanagement by administrators hellbent on pleasing politicians who need "accountability": no merit pay (admit quantifying is ludicrous when it come to teaching) just say no to Topeka/President Bush demand that teachers "prove" themselves with numbers (e.g., here a matrix, there a matrix, everywhere a matrix; here a rubric, there a rubric). It's viewed cynically by those inside the classroom, and that's wise cynicism. Get real, get honest about the emptiness of so much of what our culture teaches people to value. Education should be dangerous. Education should be about questioning. The culture in Wichita is anti-intellectual. WSU sucks right up to that; WSU thinks short term. Whatstuds cite long after they're done with college as most important, most far-reaching in its effect on their lives is a close relationship with a faculty member. Face facts. That means love, agape style. And insecurity about love--what else is the rush toward matrix and so on but a panic to prove love for our students--and, paradoxically, all the focus on numbers and on the wrong things (sports is the handiest and most obvious thing to name, but that's unfair of me and unimaginative of me; what I mean is this WSU embarrassment about this university adding to our country's life of the mind. And you can't reach someone's mind without love and you can't measure love, but you can kill the student and the professor's love by hammering at how it ought to be measured and lying about how it can be measured.
416	Tuition assistance for those required to work on advanced degrees. Higher standards (especially in writing) for students to be admitted. More recognition for outstanding teaching & higher standards for those who teach (i.e. held accountable for quality of classroom presentation, speaking FLUENT English, etc.)
417	Merit raise process needs to be more flexible to recognize work by more faculty, rather than rewarding only a few to keep the system balanced.
418	SIGNIFICANT assistance for faculty children who attend regents institutions, such as no tuition/fees make the process of getting routine things done easier and make it actually work -- physical plant is slow to repair, if they deign to do it at all; more and more "scut work" that used to be performed by support staff 20 years ago has been foisted off on the faculty, wasting countless person-hours every week of every semester this survey itself does not work well with Web Standards-compliant browsers, namely any in the mozilla family -- that's so damned typical of this wretched place
419	Administration focus more on faculty needs and focus less on using a "business model" for a university educational system. In addition, less emphasis on the virtual college and more concentration on the on-campus education.
420	Better salary increases Lower health insurance costs Increase in entrance standards for students More support for graduate research and education More administrative support for research activities on campus
421	Standards of performance could be more discipline- and department-sensitive. In some departments, faculty teach 9 or more hours with separate preparations for each class and scads of essays to evaluate; in other departments, teaching loads are less onerous, T.A.s help teach, and student evaluation devices are machine-scored. Obviously, the latter departments favor increased research and publication, yet salary, tenure, and promotion committees at the college level and beyond pretend that these differences do not exist or have no effect. Only publication is rewarded financially and via promotion, but only those with fewer teaching burdens are able to publish at the rate expected. It is also outrageous that teachers at places like KU get lower loads and higher salaries than teachers at WSU. We are not all second-rate compared to KU faculty-- a lot of them are deadwood, and yet get preferential treatment simply by being at KU.
422	better assistance from the hospital in getting information and for support of patient care;

423	Significant salary raises for those of us earning \$20,000 less than our rank, which places our salaries so near those just joining our faculty at the Asst. Prof. level.
424	The central administration should assume some responsibility for costs and service to students. They are always trying to push costs and service to students onto faculty. Having been at another university, I know that the central administration can do a lot for students (advising, paperwork, etc.) and here they seem determined to do as little as possible for students. The same goes for faculty--they do nothing to assist faculty and then demand cumbersome and silly procedures for determining merit pay, when in fact that do not give any merit pay of significance. It's a lot of bother for nothing. The only way to get a raise is to get promoted or get a job somewhere else and go their or blackmail the university here. There is also severe gender discrimination with regards to pay at this university. The women, equally qualified with men, receive only a fraction of men's pay. It's just plain, sexist, chauvinistic machismo business as usual for the good-old-boys who run this place. The university has never been serious about women or hiring women for responsible administrative positions. Same old, same old.
425	1. Evaluate administrators at the dean's level and higher on a regular basis. My dean has never been evaluated since he has been here - 6 or 7 years. 2. We have to have a better health plan. Our costs have sky rocketed over the past two years, services have been reduced, and co-pays have doubled and tripled. The amount of money that I pay and the university contributes each month is obscene. 3. Facilities - Our building has a leaky roof and the only remedy is for physical plant workers that stand around and scratch their heads. More trash cans are put in the rooms to catch dripping water. It doesn't take a rocket scientist to figure out that the roof needs to be fixed. If something is being done, it is being kept as a secret. Why?
426	1. Get computers in all the classroom so faculty can use power point and internet in teaching. I currently have a class with no computers and not even an old fashioned chalk board! 2. Meet faculty salary with at least the entry level of the students they teach! I prepare the students to work in a job that I could make 40% more if I took! 3. Provide financial support for professional development. I have had no support to attend any meeting in the last 20 years! 4. Set a maximum teaching load and pay extra for above that, currently 12 is the minimum. This semester I teach 7 courses with 19 credit hours including 2 lab classes that meet 3 hours for 1 hour credit! 5. Give across the board merit increases rather than the Deans manipulating the raises to politically correct choice few. Although I have been named in the top 1 per cent of the university teaching faculty, my raise are usually zero. I remember one year I received \$250 in the last 10 years! 6. Stop the administration from keeping percentages of raises granted to the faculty!
427	1) Reduce teaching load at ESU. it claims to be a teaching university, but administrators keep increasing their expectations for research and service without reducing our teaching load. yet everyone who becomes a "star" for either service or teaching gets reamed for not doing enough research. We get paid for a 9-month contract, but we're expected to work on research in the summer--when we don't get paid. There are dozens of ways ESU could reduce teaching loads for faculty who will use the spare time in ways that benefit the university, and they don't have to cost a lot. 2) increase salaries. I'm making about half what I'm worth, in a job that demands way too much. 3) This isn't something that affects me, but there's NO tuition assistance for faculty families. I've never heard of a college that doesn't offer such support. 4) Dump less responsibility on junior faculty. We carry the burden for service here, and we're also most likely to be actively engaged in research WHILE TEACHING THE BIGGEST SURVEY CLASSES. Senior faculty really shirk their responsibilities. I'm actively seeking another job, and I've considered leaving academia altogether because I'm so disgusted with ESU. I would warn job applicants not to take a job here, because they're stepping into quicksand.
428	Tuition assistance for dependents Too much emphasis on research Balance the teaching loads across campus
429	In question #6 you failed to acknowledg the Cooperative Extension faculty function for the Land-Grant Institution under the Regents regarding preferences. Extension's unique role to bridge the research-to-practice continuum through connections to Kansans in every county is equal in importance to classroom teaching and basic or applied research. Failure to be acknowledged in this survey certainly dimenishes the morale of Extension educators statewide.
430	1. Increase salaries to at least the national average. 2. Hire a new WSU president that has a vigorous vision for growth and development of WSU. The current president, Donald Beggs, is a moribund university administrator with little if any concern for improvement of WSU, which remains a stagnant intellectual setting under his disinterested "leadership".
431	1. better pay--with higher pay to attract new faculty -- make up for the serious compression of salaries 2. acknowledgement of faculty contributions in teaching, research, and service 3. innovative support for research--at all levels--tenure & pre-tenure 4. support for high expectations from students--by focusing on credit hours the state undermines the QUALITY of education 5. support for improved infrastructure--new classroom/lab building at WSU 6. NOT LAST--support for the library--not just the electronic side, but also journals and books!!!!!!!!!!!!!!!!!!!!!! 7. library pay--not for the Dean, but for librarians MUST be brought up to national standards--we cannot attract quality librarians under these circumstances.
432	increase salary base
433	In general our situation is far above average. We have some faculty, mostly in Liberal Arts, who are never happy.
434	Have job expectations that can be completed in a 50 hour, M-F week. I work 60 or more hours per week and do not feel that I am accomplishing what should be accomplished. Too much time is spent providing evidence that faculty are doing their jobs.
435	Improved administrative support Tuition assistance for self, spouse, dependents. Change evaluation process of teaching. Evaluate merit process
436	We work very hard and o n overtime most of the time and yet we are asked to do more and more every year for less and less money. Retirements and vacancies arn't being filled which mean that we all have to pick up more and more every year to just stay even. Funding for scholarships and how scholarship monies are collected/charged to the Departments is grossly unfair. More and more paperwork and analysis etc which takes even more time away from our teaching and creative activities. As I gets closer and closer to retirement but sees the cost of health insurance soaring, I begin to worry that I will never be able to afford to retire. I want to do the best work I can up to the day I quit. But workload challenging me one way

	and soaring costs facing me in retirement causes concern about the quality I can continue to produce year after year.
437	1. More emphasis on teaching as opposed to research or professional work. Teaching is valued least of all in merit and tenure decisions, yet that is what we are here for. 2. Better salaries for those in areas other than the Sciences and Engineering. 3. Promotion and tenure based on teaching as well as research.
438	Address salary and benefit issues. Provide tuition assistance for spouses and dependents.
439	Make me feel like I'm a person rather than a potential lawsuit.
440	Strong leadership from upper administration. There is a lack of leadership in the college of engineering. The Interim Dean being from the Aerospace Dept. gave all the marketability salary raise to the faculty in the same dept. Administration should be held accountable and should be asked to correct their wrongdoing. Salaries of some of the faculty in the college is low although their performance is very high due to discrimination. This should not be tolerated.
441	Honesty from central administration; communication from central administration; some sense of caring or attention to academic environment from central administration.
442	1. provide more concrete incentives such as Regents's sponsored positions to departments and programs to hire racial minorities and white women into tenure track faculty positions. Recruit and mentor them. 2. require students who are getting a degree from the state university system to graduate with at least one course in a non-Western society and one course in U.S. race relations or on the experience of a racial minority. 3. provide ways for faculty to take paid or unpaid leave to pursue research programs on a more regular basis than the current opportunities for sabbatical allow. Ditto with course development. 4. provide incentives, including funds for bringing in outside speakers and for holding conferences, for faculty to start organized research activities on their campuses based on faculty interests. 5. make modifications in the accounting system, so that faculty who want to teach across disciplines can do so without compromising their department's enrollments.
443	better university leadership which will advocate true interests and purposes of academia, uphold true standards of academic excellence against daily political interest of the board of regents and the legislature in particular, and resist the tendencies to apply business models and thinking to the academic world where they don't belong
444	This survey reinforced the times when I feel devalued. When question 6 did not have an option of Extension to respond to there was no more for me to say. Do our Regents not value Extension as a significant role of the university?
445	Scholarship monies from the Foundation need to be released in a more realistic and timely manner to compete with other schools and universities
446	Lower teaching loads.
447	Decent raises and increased benefits for health and retirement needs.
448	Our college, and specifically my department, is seriously understaffed. Our faculty lines are disappearing. The few of us that remain try our best to serve our students to the utmost, but we are starting to buckle at the knees. An overabundance of advisees, thesis students, and committee work would be stops faculty from doing research. Thesis students and advisees need to line up for an appointment. Yes, more faculty and perhaps some professional help to recruit a diverse--high quality faculty would benefit students and the state of Kansas.
449	Provide significant merit pay for a job well done.
450	Get a new President, increase salaries, increase benefits, provide operating dollars so faculty can do their work,
451	Need better agreement between upper admin. and department heads as to research expectations. If I work with students, as dept. head expects, the quality of research is not publishable and will not get me promoted. This type of research is not recognized as valid by upper admin.
452	Improve salary and benefits, and lessen clinical service responsibilities to allow more time for research and teaching.
453	Salary has been a constant irritant. We have been promised increases and then - no monies were budgetted. Our department and a few others were to get substantial raises several years ago - as the last group in the former three year plan. Needless to say the plan was terminated and these few departments were left high and dry while all the other departments in our school got their raises. I have been at KU for 22 years all at the Assistant or Associate Professor level and get paid, on a 12 month contract, far (30-40%) less than other people teaching the same courses with the same credentials at other Universities. The fact that KU still discriminates against Med Center faculty and students rankles both groups. Problems accessing libraries and other Lawrence campus resources still occur. The Kansas Legislature does not seem to get the message that education does not/should not stop at 12th grade. Some equity is needed for higher education in Kansas. Budget cuts which require deletion of clerical support jobs, faculty lines and resources replacement are also inappropriate.
454	Get a president that actually means to advance the stature of this University, and not continue to take us down to the level of a community college or some kind of a "service provider"; bear in mind that high caliber research will lead to high caliber education for our undergraduates. Ensure fair and transparent decision making, especially when it comes to resolving grievances and handing out arbitrary "marketability-raises". Seek and recruit better students, from out of state if necessary. KBOR, along with the State of Kansas, should have a "concrete program" (and not just sound-bites/slogans) to reach out to Kansas high-schools for attaining substantial improvements in our graduates' foundation. The State of Kansas should make Higher Education its No.1 priority for the next ten years, if not longer (let's look at the State of Illinois, e.g.) if it plans to survive in the age of Globalization. If we are to continue catering to our non-traditional students, let's provide them with the necessary additional resources and services so that losing jobs or other "family crises" don't interrupt their education; stretching out a degree over six years or more is a "disservice" to all concerned. Let's stop making our students expect a "decent" grade no matter how they perform. Let's put a woman, preferably non-white, in charge of equal opportunity issues on campus, instead of a lawyer who belongs to the club of good old white boys! And let's make these comments public.
455	Improve salaries and financial support for faculty development

456	Fire the Dean of Human Ecology and replace her with someone who has competency, honesty, and integrity, all of which she lacks. The degree of the lack of trust for her in the College is absolutely tremendous and upper administration refuses to do anything about it.
457	increased salary for productive Humanities faculty; better medical benefits
458	Recognize faculty who make extraordinary contributions in teaching (beyond class evaluations) and service instead of applying the "one size fits all" approach to evaluation and merit considerations. I have changed my research interests relatively later in my career, and I will never be able to achieve the level of publications required to be promoted to the rank of professor, and yet I know that I am very valuable to my department. The university does not have an adequate way to recognize certain contributions to the institution and I am resigned to feeling unappreciated.
459	The chair of the department and the dean of my college need to stand solidly behind the faculty. I and many of my colleagues have expressed that no one seems to know what is going on in our department. It would be good to have some answers from administration which did not change with the wind.
460	How about not having politicians treat us like we are the enemy? How about getting our salaries even close to that of other universities? How about giving us some benefits other than money like letting our kids go to school - hell, it doesn't pay enough for us to send our kids to college now. How about getting politics out of merit raises in the departments? How about lowering the salaries of people who truly no longer deserve it?
461	Allow faculty to specialize into teaching and research tracks without stigma - we're all expected to do it all, and it leads to burnout.
462	Recognition and reward for service activities
463	Reduction of service load, more time allocated to pursue research, administration willingness to listen to faculty.
464	By changing the administration (President and Vice President of Academic Affairs & Research)
465	Listening more to the faculty and then not ignoring their input.
466	When administration does not follow the suggestions and recommendations of faculty (individuals and faculty committees), they should at least explain their reasoning. Faculty accept that their role in such activities is advisory, but they are often left with the impression that their opinions are not considered at all.
467	Better salaries. Better raises for merit instead of personality
468	salary increase, faculty development opportunities, occasional course release.
469	Salary is a big start. I am consistently one of the top 3 performers in my department, according to annual evaluations under two different heads. A recent salary survey in my discipline placed me well below the 25th percentile in salary. My department is understaffed, and has been for several years. We keep losing our young faculty and can barely make respectable offers to replace them (Oklahoma State is outbidding us, for God's sake!) Going rate for a new assistant professor would create immediate salary inversion problems. I teach more classes than colleagues at other universities, and while I LOVE teaching, I also love the other parts of my job and they often get pushed aside to handle teaching responsibilities. Teaching takes up at least 75% of my time during the semester. I keep up only by working at home until 10 nearly every night, and by staying in town for spring breaks and other holidays, all of which puts a drain on my family relations (my wife is a saint). Research becomes an afterthought, except during summer (when I still have responsibilities) and winter breaks.
470	Continue to develop tuition assistance programs for the faculty dependents. Many universities have this.
471	recognition from legislature - at least verbally - of the vital role we play in the state's future
472	Demonstrate that faculty are valued by nominating them for national, international awards
473	I suggest the top administration abandon its business paradigm for a university/health science center and return to a system that truly fosters academic pursuit and collegiality
474	Raise salaries to a level consistent with institutions in other states. Make insurance premiums less of a burden for faculty. I pay more per month for insurance premiums than I do for my house payment.
475	Raise salaries so that you do not have to move to keep up with new faculty being hired. Have frequent, consistent evaluation of all administrative and bureaucratic positions. Use creative ways to reward faculty who contribute to the university image. Have President Beggs begin a series of round table breakfasts - no more than 8 faculty members - to discuss concerns and issues.
476	Salary consistent with education and job expectations. Increased time for adequate scholarly/research activities.
477	1. Improve faculty salaries 2. More dialogue between administration and faculty. 3. Establish sense that faculty input is taken seriously.
478	Better salary and benefits. More support for travel.
479	Salary raises, tuition help, the knowledge that senior administration really understands concerns and addresses them.
480	help Dr.Hammond(president) and Dr.Gould (provost) to find work some place else.
481	New President and Vice President for Academic Affairs! Dr. Hammond has been here too long and acts like he owns the University instead of guiding it. Dr. Gould sets poor precedents of leadership.
482	Administrators being open to our input. They put on a facade of seeking input but don't seem to process its value. We would like reasonable advance notice of changes that affect our program. We would like follow up discussions on the way

	decisions have been made that directly input our college and department.
483	Encourage faculty to express independent ideas, replace current EVC with someone dynamic, use more traditional academic processes to identify candidates for important positions - e.g., Dean of School of Medicine, Chair of Department of Medicine.
484	Who designed this survey? Every time I click on a response, the screen goes back to the beginning. Next time, get a tech person to review it for you.
485	Better reward system that recognizes teaching excellence, not just research accomplishments, in base salary. To my knowledge the administration is never evaluated. At least there is no evaluation by the faculty. Spending time in teaching efforts penalizes the faculty member, since it takes time that might otherwise be devoted to clinical care or research, both of which provide financial rewards. Teaching doesn't, so teaching suffers.
486	In my area, we have 3FT faculty and 210 majors and desks which were here when I came 20 yrs. ago. We need additional faculty members. We don't have time because of workload to pursue research, therefore, I'll never make full prof.
487	Merit raises in our college are not based on academic performance. There is an unwritten directive from the Dean to evaluate all faculty in our department as average. One year, I published a text book and (6) peer review articles and was given the average increase. Another year I was told that I would not get the average % raise because my existing salary was very high. Unlike Lake Wobegone all faculty in our department are average.
488	Direct mentorship should be developed for all junior faculty in the chosen specialty. If the department cannot produce the acceptable match for the junior faculty member, there should be an active search outside of the department or the institution for the person that can help the faculty member reach his/her goals. There should be a realistic connection between departmental responsibilities/expectations and career plans/expectations for the faculty members. If the facilities to create the career opportunities for the junior faculty member don't exist in the department or institution (e.g. research resources) then there should be an active search for these opportunities on the outside
489	Salary enhancements to get us off the bottom of the list in salaries.
490	1. tenure and promotion criteria that truly fit the responsibilities expected by the university 2. increase in salary and benefits 3. decrease in administrative responsibilities for faculty increase in release time from administrative responsibilities for research
491	greater opportunities for professional development, more powerful input on faculty governance and budget issues
492	Better compensation, more individualized appointments, less fighting over allocation of the measley funding we receive. We should charge more for an education and make no excuses--government is not supporting higher educ. adequately so the users must pay...our program has an enrollment cap and we accept only 1 in 3 qualified applicants--we should be asking for more \$ in fees from those we accept.
493	President Schallenkamp might resign.
494	The tenure/promotion process is highly political: it seems that the only way to be successful is to ignore teaching responsibilities and totally focus on research. But, with 200 students per semester knocking on the door wanting advice and direction and an education it is difficult to ignore the teaching element.
495	We need some changes in leadership. We have a very strange set of central administrators.
496	Salary support and SOM support for development and advancement. Budget cuts in a system that supports salaries well below the national mean makes for a poor work environment.
497	Find ways, other than lip service, to let faculty know that what they do is important and significant. Seek the advice and counsel of faculty other than those who stroke and cultivate administrators for personal gain or agendas.
498	More and more is being asked of fewer and fewer people. Little time is left for research, which is required for promotion. Adequate staffing and an awareness of workload issues for faculty would improve morale. Since little money is available to improve salaries, other kinds of recognition (monetary or nonmonetary awards) might help faculty feel more valued or appreciated.
499	University must solve the hospital problem. In over 20 years at the University I have never seen morale as poor as it is now. Hospital is absolutely insensitive and unresponsive. The university appears paralyzed in dealing with this serious problem.
500	Biggest problem by far is low levels of salary and inequities. I like my work and my colleagues, but I am actively seeking employment elsewhere because I cannot simply allow myself to be underpaid by \$10000 per year now, perhaps \$20-\$30000 by the time I retire. I have children with college educations to pay for, and even the possibility of tuition waivers is not enough to compensate for that.
501	Build a decent classroom building. Increase OOE budgets. Support faculty travel, professional development Increase salaries to a level competitive with other Big 12, peer institutions Get rid of J. Wefald - he's an absolute embarrassment!
502	Actually listen to faculty input and genuinely involve faculty- don't just pick one of two token members for important administrative committees. Why can't faculty and search committees rank candidates???? Why don't the regents seek our input for administrative evaluations. We are evaluated and the "higher ups" view them but our faculty evals of upper administrators stay on campus and hence really mean nothing. WHY aren't they reviewed by regents? Is the CEO-regent partnerships so strong that the regents don't want to consider the faculty views?
503	Eliminate SPTEs - they can be manipulated too easily to raise scores without actually adding to teaching quality. Make spousal hires a formal policy offered to new faculty. Eliminate committees that micromanage course offerings and general education courses. Committees rarely know as much as the instructor. Put faculty in charge of book ordering for the library so library resources match course offerings. Make technology available on a daily basis to all classrooms: data projectors

	internet etc. Either fully fund research travel on a yearly basis or stop requiring the faculty do research every year. \$5000 out of my salary is a lot, out of the university budget is not much. Stop funding departments on the basis of credit hour production; this would make interdisciplinary courses possible and facilitate inter departmental communication and foster a greater sense of community - end the "we have to steal their credit hours in order to survive" mentality -this just poisons the atmosphere.
504	Faculty salaries are a real problem, since there are significant inequities in our department, depending on when a person was hired. Another problem is that salaries are so low that we cannot compete with other graduate schools for qualified faculty candidates.
505	COE Faculty should have an opportunity to evaluate their college Dean. Repetitive feedback from CI Faculty (and LAS Faculty/Adm) re CI Chair should be taken seriously by the Dean instead of repeatedly ignored.
506	Raise pay levels to something near relevant peer group (e.g. Public MS Programs) Reduce teaching load to 9 cr. per semester to allow time for reasonable scholarship. Put faculty on 11 mo. contracts and include Summer session as regular activity. Perhaps contract to teach 24 credits per year spread out over 3 terms. Allow Deans & Chairs to make meaningful decisions -- without having to get everything approved by the President. Get President to NOT be involved in on-campus issues and decisions. He should focus on external matters.
507	I believe a change in leadership at the highest administrative level, i.e., Hammond & Gould is the critical element in productive change at FHSU.
508	Faculty salaries need raised to be at least comparable with similar universities, it seems a similar faculty to me at KU makes \$9k more per academic year, that is a big difference over a career Research pressure on new faculty needs reduced Stop advertising that our goal is to be the Best comprehensive college of engineering in the USA, what is wrong with good or very good, I think this just pushes and pushes faculty to do more and more without more resources available, the resources are declining Don't allow taxing of research grants to occur Have many more awards, it seems only the top few percent of faculty receives awards, I am sure many more faculty are worthy of being recognized for excelling in their job Provide free rec. services for faculty's family, improved health would improve performance
509	Better salaries for LAS Professors!
510	Faculty salaries need to be comparable with institutions, benefits for faculty need to be improved, assistance for travel and research needs to be expanded
511	Salary increase Travel support increase to conferences Full-paid single health insurance Advising housed in center office in college Additional merit money to reward hard work Increase in number of tenure-track faculty members (instead of hiring instructors)
512	Reward achievements fairly and promptly.
513	Sorry, but I don't have any concrete suggestions for making education a higher societal priority. I do believe our faculty senate tries to represent the university's best interests, but my impression is that the institution's mission is for sale to the deepest pockets.
514	Encouraging staff members to explore outside of higher ed...I came from another setting (public school) and think that many here do not always realize how much is here...the benefits/autonomy are often unmatched in other settings.
515	Annual cost of living raises and more lucrative merit raises. Equity in salaries from college to college. Better insurance packages. Improved and updated research facilities. Stronger fundraising efforts university wide that do not benefit sports.
516	The administration, specifically the dean and the vice chancellor of medical affairs at kumc have not sought advice from the medical faculty...atrocious appointments of dept chairman in pathology and surgery that have seriously weakened the ku med center standing in the regional medical community and the national medical community. We need mandatory bimonthly meetings with the vice-chancellor and the dean to give sage advice to them whether they request the advice or not. We are tired of learning about stupid decisions after the fact!!!
517	Fair merit increases I am concerned about the State that penalizes departments to arrange for outside funding through grants, restricted fess by taking away 10% after we have been creative in funding positions and operations to service the clientele in the state. The State and the University are restricting the ability of departments to build on strengths to attract funding and students.
518	Appointments to tenure track without open national search should be stopped. Administrators should be accountable. Evaluation of the administrators and evaluation
519	Overall atmosphere of old-boy network has got to go.
520	Have administrators recognize the value of scholarly research and publications over getting grant money.
521	Non-competitive merit process New form of student evaluation of teaching Repair and maintenance of facilities
522	have administrators more cognizant and appreciative of individual contributions
523	Wages for females are almost always lower than males; Wages for the humanities are lower than any other areas; Wages are assessed generally higher or highest for those who are friends with those in power here at KSU. There is no consistency or reasoning for why certain faculty make double another faculty members salary. Once you have attained the small increase in salary one can hope to attain for promotion the chances for increase after full Professor is granted are very slim. The equity problems in our department are shocking and very demoralizing for all concerned. This inequity makes for very low morale and creates friction between those that have and those that don't have.
524	Salary structure is bad if you have been loyal to KSU. Promises about dealing with salary compression were not followed through. Loyalty to KSU does not pay!

525	More public appreciation of faculty contributions - other than annual awards. More direct contact between pres, academic vp and faculty other than through faculty senate.
526	Improve funding for faculty salaries and benefits. Allow faculty to play to their strengths. Those who are outstanding teachers should be in the classroom more and in the lab less. Those who are outstanding researchers should be in the lab more and the classroom less. Both should be valued and rewarded equally by the university. Allow faculty to have input as to how their university operates. We would like to have input as how the univeristy decides how, when, and where university funds are to be spent. Make clear what are the expectations of faculty. What will be rewarded in terms of teaching, scholarship and service when it comes time for merit, promotion, and tenure. This is currently unclear. It seems clear at the departmental level, but seems to change as it proceeds on up the administrative line. Other than student evaluations, we have no other means by which to evaluate teaching. This needs to change. The biggest morale problem is the fact that faculty do not feel appreciated or rewarded for what they do. I meet with a number of prospective students. I am not sure that this is valued or rewarded. It is however expected. I also spend much time working with students outside of the classroom, taking away time from scholarship. Again, I do not feel that my time working with students is rewarded or valued. When the role of faculty for educating the people of Kansas is truly valued, faculty salaries will be higher than those of administrators.
527	replace president and vice-presidents have the regents stop micro-managing increase salaries attract more qualified students
528	1) In the face of decades of legislative neglect and inadequate funding of higher education, it is absolutely essential that real, concrete steps be taken to raise faculty salaries, especially in the humanities. As a full professor in English who has published three books, I make less than assistant professors in the sciences at KSU and approximately \$25,000 less than several full professors in the college of education who have published only one book. The disparity is nearly as bad when my salary is compared to the salaries of full professors in English at other Big 12 universities and at our five peer institutions. I am very tired of being so underpaid, and I know many of the faculty in English feel this way. Despite our new facilities, moral in the English Department remains well below what it can and should be because of the salary problem. There are, to be sure, other problems, but this is the one that is most imperative and that must be addressed.
529	large salary increases
530	higher respect for faculty by administrators, more equitable salary across departments
531	Fund education at at least the national average
532	Lecturers should be paid at a level commensurate with their degrees, and at very least more than the GTAs are paid. Those of us who are still enrolled should be given tuition waivers, too. It's shameful how poorly we are compensated for supposedly half-time work that can take as much as 50 hours a week if you are formulating a new class. It's institutionalized exploitation, and we are a captive audience because we need the CV filler.
533	Higher salaries. MUCH more money available to support research. More funding for technology enhancements. More funding for the professional development of teaching. LESS focus on students as customers and MORE emphasis on student learning.
534	Improved health insurance Paid maternity/paternity leave for young faculty Salary increases
535	1. Developing a sense of fairness in the allocation of resources and workload.
536	KU must become more competitive in compensation.
537	Decent raises on an annual basis that at minimum match Cost of Living increases and/or inflation. I hate feeling like I should be expected to bear the brunt of the state's inability to pay me what I am worth and to provide reasonably priced health care/health insurance. State cuts in our funding led to an actual take home pay decrease this year - therefore I am actively seeking a position outside KU and have been offered a position this week which I have accepted - and this is almost completely due to financial concerns.
538	Truly listen to faaculty AND provide sufficient time for our input to be evaluated.
539	1. Support for graduate students for first semester, to allow students to come here without having to TA immediately (VERY important for our graduate program, and standard at other research universities; we lose many candidates for this reason, with the result that overall we don't have enough grad students-TAs; both research and undergraduate teaching suffers as a result). 2. More emphasis on research and learning, less on athletics. 3. Access to more electronic journals at the research library. 4. Smaller differential between administrative salaries and faculty salaries. 5. Stated policy of teaching release time for faculty with large research grants. 6. Hiring of more faculty for departments to keep remaining faculty teaching loads reasonable. 7. Teaching loads in line with those of top 25 research universities. 8. Well, parking of course! Aren't faculty ALWAYS supposed to complain about parking?
540	Adequately funding our university
541	Administrative positions and salaries continue to balloon while faculty real income declines. Too many people here are threatened by real scholarly achievement and it is not sufficiently rewarded. Lip service is paid to research but it is not encouraged by opportunities liked release from teaching or flexibility (banking courses, for example). We need a faculty club on campus. Egalitarianism is paid lip service (grad students sitting on committees, etc.) but all real decisions are made by administrators. The administration seems to PREFER weak departmental chairs. Even such small things as office space and parking places suggests the administrators treat the faculty as the lumpen-tutoriate. Money goes to sports facilities, CTE, more administrative layers and bureaucracy. So... 1) increase faculty salaries 2) encourage research by giving people release time from teaching (even if they don't win an outside grant that semester) 3) stop adding layers of bureaucracy and more administrative positions and administrative salaries 4) give real power to departmental chairs 5) build a faculty club 6) even no-cost improvements would help faculty morale. Stop proliferation of special parking spots for administrators; stop moving people out of office spaces for no reason; encourage people of real scholarly achievement to take-on administrative roles rather than non-scholars (the chancellor's one thin book does not constitute a record of scholarly achievement) 7)do not

	promote/give raises to administrators who have been poorly reviewed in faculty evaluations
542	There is little respect or suport from state legislators--for example the broken promises on 3-year pay program. Sports programs are over-funded.
543	1) The single most serious problem is research space and research infrastructure. These seriously limit our ability to take full advantage of funding opportunities. Program development is being impacted throughout campus by lack of space and infrastructure for program expansion. 2) the feeling that the populace of Kansas and the state legislators do not appreciate the value of higher education in Kansas, and do not appreciate the excellent and very hard-working faculty at their universities, is very discouraging. The low faculty salaries overall, and the continual threats to cut financial support for the university system, seem to be reflections of this greater problem. I do not have any suggestions for addressing this problem.
544	tenure clock stopped for childbearing. this common in most institutions
545	There are quite a few underpaid faculty at KU. I am not one of them, because I was an outside hire with tenure two years ago. Excellent faculty that have been at KU for a long time are paid less than they could get at other universities, which is causing some of them to look for jobs. The State of Kansas would be smart to set up a special fund at KU that Deans could use to channel salary increases, beyond the state average, to those faculty who are underpaid. The Deans know who is performing well (and thus underpaid) and faculty who are paid low because they are no longer strong researchers and teachers. The catch-up-to-market money can thus be focused on the strong faculty and greatly decrease their chances of leaving KU. When a strong faculty member is lost, it creates tremendous costs for KU. Not only do you have to recruit new faculty members, but toi get someone of like quality YOU HAVE TO PAY MARKET WAGES ANYWAY for somebody whose performance you don't know will be 100 percent or more of the departed faculty member.
546	Higher pay to keep up with peer faculty across the country
547	Pay faculty what they are worth.If teaching is really the valued profession that we say it is, then show it with the dollars. Improve the quality of student evaluation forms. What onus do THEY have? Pay for health benefits year round. Upper administration needs to listen to faculty concerns ESPECIALLY as related to department chairs.
548	The university could attempt to understand that we are being asked to perform 2.5 jobs. Teaching at the level requested is a full time job and service as defined by innumerable committees and questionnaires is a progressively heavier load the longer that you are here. Research is even more time consuming if one is to be competitive. Scientists with whom we compete, regularly teach a tenth of the lectures required of us, leaving them considerably more time to seek funding and to conduct research. Our evaluations for promotion and tenure are almost exclusively based on the money we bring in. Contrary to what is written, P&T are NOT really based on the publications we produce, how many times the publications are cited by others (who cares enough about your work to read it), or the quality of our teaching (as long as it is not terrible). If you wish to be promoted, get money. To be successful as a scientist requires nights and weekends devoted (happily) to research. The pressure to compete for funding is enormous. If you suffer a funding interruption, you lose your research career either temporarily or permanently and most faculty at this level got a Ph.D. to conduct research not necessarily to be a full time teacher. Ironically, we read in printed justifications of high administrative salaries, that administrators need more pay because of the increased hours they must devote to the job and the high level of pressure. A scientist who operates a laboratory teaching graduate and undergraduate students will work just as steadily through the three summer months when he/she is not being paid by the university. Some scientists do this without additional support from grants and thus work for free. Other scientists receive money from funding sources for their summer salary, but choose to pay graduate students or others with that money and thus work for free. No apparent notice is taken by the university for this activity. i
549	The KU medical school campus feels conflict between the Hospital leadership and the Medical School leadership
550	Find a just & reasonable way to deal with salary compression. The longer you stay without going out on the market the worse you stand in relation to the rest of your profession. I have been a Full Professor for 19 years - I have won 7 teaching awards, have published in the leading journals of my field and area of specialization, and am active in my profession (I'm on the governing council of both sections of my national association related to my area of specialization and I am on the board of three of the major journals in my field and subfield. However, I am at the very bottom and perhaps below incoming salary for my rank (about \$15,000 to \$20,000 below for people of my rank - with at least 5 years in rank) similar research productivity at Research 1 universities. I am not thinking about my personal situation per se, but compression is a fact of life for those of us who choose to stay. There is a pressure to go out to interview elsewhere especially if you have children. KU may have a high retention rate currently but, with the boomer generation wave of retirements of senior faculty movement is likely to be much easier in the near future, especially in the senior Associate and early Full Professor ranks (many departments in my field are already depleted in the upper ranks). Lawrence is a fine community to live in, but there are many other "college towns," which have parallel community benefits. Finally, for those, like myself, who choose to stay and do not bargain individually there is a feeling of unfairness, which erodes community. If salaries cannot be be raised, there ought to be more consideration of structural inequities - substantial differences at a university between people of similar productivity and rank. Even small or moderate gestures of a concern for fairness would be helpful. I like most of our administrators personally, but I believe their reward structure is such that they do not have a full sense of the problem below. They frequently express that the problem is external to their decisions and that they have limited options. I can accept that reality, but they have not, in my view, probed creatively ways to diminish compression and its inequities.
551	Better salary; provide sufficient childcare facilities to faculty (not just students); create effective maternity leave policy
552	Adminstrators who listen to and appreciate faculty imput and concerns. As it is now, our administrators operate under a Stalinist model which I feel is demoralizing.
553	1. Stop and reverse the constant budget cuts. 2. Apply budget cuts to administrators, not just faculty and the staff they need to accomplish teaching, service and research missions. 2. Hold top administration accountable for day-to-day issues that impede faculty success (confidential 360 degree evaluation of chairs and other top administrators).
554	Fixing the infrastructure and making sure that the administrators know how much time faculty spend on stupid infrastructure problems including: - inent grad school and lack of support for graduate students - misunderstanding the research mission of

	the university including lack of coherence in grad student support, and pay raises for postdoctoral research associates - fix the ethernet infrastructure and provide adequate computing support - provide office and research space 365 days a year and don't kick us off campus so we can't research because of inadequate facilities
555	Complaints concerning the VPAA could be better addressed
556	Pay business expenses.
557	A living wage for Lecturers and instructors, top administrators should address this. Stop heaping teaching loads to non tenured faculty and instructors and then giving them merger wages
558	Well faculty morale right now in our college is low due to the fact that our Dean is openly looking for a new job. For us, the situation is even worse since our unit Head is doing the same thing. It is disheartening to see that despite hard work by the faculty like me, this college is often becoming a news item in the daily student newspaper, and is being blamed for falling enrollment in the University, student dissatisfaction with respect to restricted enrollment policy (falsely named as Academic Standards Policy), minority and female student recruitment, retention, and poor attention paid to these special groups. It is hear breaking to see how our students were affected by a controversial and not-so well thought policy advanced by a small group of administrators that resulted in drop in college enrollment, lost insurance and financial aid and delayed graduation. It would be equally demoralizing to see that nobody would investigate how such a policy was proposed and passed in a faculty meeting when the general faculty were assured nothing like described above would happen. After looking at the universities in Kansas and around the country, I strongly believe the following steps should be taken to improve faculty morale at our institution: 1. Administration at the College and Unit level should be revamped every five years 2. Administration should be made responsible for the consequences of bad policy decisions 3. Faculty decision into the tenure and promotion process should be valued more 4. Faculty should be rewarded equally for teaching and research 5. Administration should stop promoting ideas that are impossible to achieve with given resources and manpower In conclusion, I would cite one example of demoralizing administrative step. We recently hired a female faculty with the strong hope that her presence would attract more female students into our program (a survey by the ASEE showed that in general, female enrollment is proportional to the female faculty). Recently at a faculty meeting our unit Head announced that the College Women in Science and Engineering (WISE) and Minority Engineering Program (MEP) requested that she (the faculty) participate with them in the recruitment and retention efforts, and he (our unit Head) flatly said no. How demoralizing is that for some of us who sincerely believe in minority and female enrollment increase?
559	Address salary compression; address "entitlement" mentality among students
560	Pay them what they are worth. I've been here 5 years and still make <50K/year
561	Salary inequities with peer institutions and research space issues must be addressed effectively to enhance faculty morale
562	Spend tuition enhancement money on the faculty and academic resources. It's very disheartening that cafeterias are re-done, wireless zones are created, and computers are bought when my standard of living has declined significantly since I came here three years ago. I will not be able to afford, financially and professionally, to stay here much longer. I'd like to be loyal to the institution, but I need time for my research and a salary that reflects my training and skills.
563	Salary is always an issue, but the last three years at my institution have been tough--salary has not kept up with inflationary costs. No raise my first year and a small 1.5% raise in my second. I have been writing and publishing, brought in two small grants, but that has not really benefited my salary at all. I love it at my university and would like to stay. Since I commute and commuting costs have risen substantially since I came, I may not be able to stay too many more years.
564	Improve salaries. Fund research assistants and provide support staff to junior faculty who, since we are early in our careers, do not have grant funding at this time. Make deans and departmental directors more accountable to their faculty.
565	By far the biggest would be to raise salaries. In my department the salary of newly hired faculty is above the median salary of all faculty. Moreover, as a full professor I make LESS than a recently hired Associate Professor. I feel that the University makes no more than a token effort to reward service and teaching contributions. I see the only opportunity for advancement through external research and obtaining outside offers. Overall the university has failed to retain talented faculty. Over the years I have watched many of the best faculty leave (because of the failure of administration to provide adequate resources to keep them), and seen the ranks of faculty filled mainly by those not able to find better and more attractive employment. There are some very good faculty here because they love Kansas, or have other personal reasons for staying. But overall I have no sense that this State or University has any real commitment to quality in higher education. I also see administrators trumpeting the rankings of obscure departments that get high rankings in small fields (e.g., city management, special education, and others), and totally neglecting to invest in core disciplines in the sciences, social sciences and humanities. This undermines the credibility of their judgments and makes them appear to be playing mainly to the political interests that demand top rankings.
566	Higher salaries, small budget to be used at Faculty member's discretion
567	Better salaries, better support for research and professional development. Most of us have at least 2 major conferences per year that are important to attend, esp. for those of us starting our careers. \$500 is woefully inadequate; it doesn't even come close to covering the cost of one conference per year. Additionally, while GRF money is helpful, KU's obnoxious bureaucratic methods for reimbursement (this includes the paltry \$500 conference support money) is extraordinarily frustrating. One must pay in advance all of one's expenses, then follow arcane methods of documenting every last cent in order to get reimbursed, usually 1-2 months after a conference or research trip.
568	SSS
569	Return to a truly democratic environment in which all voices can be heard.
570	improved facilities and infrastructure better coordination of teaching responsibilities
571	Salary equal to that of peer institutions; time built into schedules to actually do research; lessening the difference between administrative and faculty salaries; adequate faculty office space; more financial support for scholarly presentations/travel for

	national and international venues.
572	Promotion process has too much uncertainty and unfairness. The composition of school promotion and tenure committees needs to be revised to prevent advocacy for a candidate by influential programs from altering the ranking of candidates.
573	1. Restructuring university's organizational structure. 2. Honesty, not spin, from top administrators. 3. Premium placed on intellectual honesty at top of university. 4. Reduce excess reliance of sports to drive university's reputation, to detriment of much else. 5. Higher ethical standards practiced by top administrators.
574	1) Recognition of departments that are not treated fairly (space, etc.) even though they bring in significant research dollars. 2) The goal of a top 25 university is better served by trying to improve programs that are currently ranked 50-100 and making them better more so than the current habit of trying to make a number 3 ranked department a 1 or a 2. 3) A Chancellor and a Provost who appreciate the natural sciences rather than serving the lowest common denominator of liberal arts departments which are not worth the investment of limited funds in tight budget years due to low research dollar returns.
575	Provide more institutional support for research. Many of my peers have \$1-2K each year for research (attending as well as presenting at conferences, etc.) and only 2/3 of the teaching load; however, our research expectations and production are the same.
576	Give more credit in merit and promotion processes for collaborative work among faculty members, student service, and program development
577	Adequate funding for faculty salaries--salary advancement BEFORE mid-level faculty begin to look elsewhere Research/faculty development funding Adequate infrastructure for the research mission
578	Better salaries. I make the least for my position at both the regional level and Big 12 level. At least get us even with the bottom of the Big 12. Thank you.
579	Increase salaries and research support (especially travel stipends)
580	Less Administration and Bureacracy Higher pay and benefits Translate money from administration to units
581	A stronger emphasis on organizational vision would help. Increasing salary to compete with regional public universities would help. Taking politics out of merit increase would help.
582	Higher faculty salaries. Improved classrooms and offices. Upgrade regents' standards to include foreign language. Have the university engage more openly in state level discussions of values.
583	The most obvious one would be salary; but the university could also improve faculty morale (and retention) by generally making the same effort to KEEP people once they are here that they make to recruit people in the first place. It sometimes feels as though, once you are here, you are forgotten, or at least, taken for granted.
584	More departmental communication and input into decisions making. Strong departmental leadership and vision. Departmental understanding of the importance of research to a university's mission.
585	Devote adequate resources to programs with real growth in students.
586	Better salary, Budget cuts result in less and less resources, while expectations constantly increase.
587	By basing hires on merit and academic excellence and not on friendships and diversity. There are no data that demonstrate higher quality education associated with the presence of cultural diversity. Salary merit increases should be based on actual productivity, not on good-old-boyisms. This Chancellor created an ineffectual Public Relations Dept. of equal weight as all academic programs. The person hired to head this new division could not adequately lobby the Republican State House!!
588	More respect for adjunct instructors. More tenure-track positions. Right now the graduate teachers are treated better than other adjuncts. The GTAs deserve their decent treatment, but the other adjuncts certainly also deserve a lot better. There is unrest and frustration among the Lecturers/Instructors who get little pay and have zero job security. I am surprised they have not yet formed a union because that really helped the GTAs who were exploited even worse in the past. KU and all the Regents schools need funding to pay these people better and to have enough tenure track positions that deserving professionals have jobs that won't disappear at the end of the semester.
589	Stop top down decision making without consultation with those affected (i.e., staff and faculty)
590	I have no idea how or from what funds I am being paid. Thus, I have no way to see if my salary is correct. A simple annotation on the pay check as to where my salary is drawn (administrative supplement, grant, college, etc.) would help. When I brought this up to administrators, no response. Also, being paid on a two-week basis is stupid.
591	Involve faculty in major decisions affecting the University
592	Faculty are asked to do excel but given (in some cases) woefully inadequate funding to do so. The administration could do more to find funding to match the aspirations for excellence that it maintains as a goal.
593	Focus on professional/academic development of the faculty. Use model similar to corporation.
594	change merit ranking requirement; (I've served as chair, know how difficult this becomes) and find support for increase in faculty salaries.
595	Stop the corporatization of the university. Reduce the emphasis on grant getting and fund raising. Stop trying to find ways to terminate faculty at every stage of their careers. This could all be helped by getting rid of the Chancellor and replacing the Provost. Make endowed chairs teach and work like regular faculty, Too many hide behind their "research" even when they are unproductive. Recent changes in the College of Liberal Arts and Sciences have been an improvement, compared to the previous regime which was run by an insecure incompetent.
596	Respect of legislature, legislators, and person on the street. This would improve salaries, etc. Salaries should be partly

	determined by pay grades; for example, a prof. of english or music or math with 25 years of successful career should all be making about the same. Decisions of University governance that are vetoed by administration should be able to be passed by supermajority of faculty governance.
597	Significant salary increases even though I am satisfied with mine. The feeling that you are appreciated and valued.
598	In my field (molecular biology), a lower teaching responsibility because of the high research expectations. It is impossible to stay competitive in research with the teaching expectations we now have. Recognition that the faculty at KU are excellent and not second-rate (salary is one way to do this). KU must start acting like a research university instead of a small liberal arts college. Right now, it wants to be great at both, and this is impossible given the limited resources at KU. KU needs to recognize that it is research, not teaching, that is going to propel the university into the top 25 public research universities.
599	PAY RAISES!! Clean the tens of thousands of cigarette butts up - I virtually have to wade through trash to go into my building. We have no money for office supplies - no dictionaries that we can use in a reading room (which we also don't have) for the foreign language classes we hold. The University needs to stop using "permanent temporaries" to teach - give people well compensated FULL TIME employment!!
600	The Dean of Libraries should start treating library faculty like faculty and include their input in decisions that greatly impact the work of librarians and the services provided to the KU community.
601	Investment in faculty (salaries, benefits) and university infrastructure (space and quality of space).
602	Encourage Vice President for Academic Affairs and University President to be more responsive to faculty concerns -- or else replace these administrators.
603	Higher salaries.
604	Better health coverage, less costly Dependent assistance in addition to the little Coke scholarships. UM-Columbia now has a tuition discount. Do away with the State health game stuff like forced health testing and especially the newsletter. They are using our health fee to pay a bureaucracy instead of insurance.
605	Salary, salary, salary. Like many faculty, I do not feel adequately compensated (in comparison with faculty at other like-ranked institutions) for the amount of work I do. This is the major reason why I would consider changing institutions.
606	1. Increase salaries, allowing each department to make decisions, not using top down rules. 2. Stop cutting (and improve) health care benefits.
607	more financial support from Univeristy for graduate education and early graduate student support
608	Improved salaries, teaching has equal weight with research, research is judged on students educated instead of dollars brought in
609	There is a large disconnect between one's academic program responsibilities and service expectations at the School and department level and the university's increasing research expectations in research. While I agree with the shift, I find that more and more of my time is consumed not only with ongoing standing committee work but ad hoc groups and program revisions. The number of new initiatives at the School and department level, some of which are generated at the university level, result in an immense amount of energy and effort to respond to them. Often, these initiatives do not necessarily complement the long term direction of academic programs, which means additional time is spent figuring out how to match these new initiatives with existing program responsibilities and demands.
610	Better instructions and one-on-one training and technical/software support for computers/projectors in classrooms, offices & laboratories
611	Compare the role of unclassified staff with faculty. the university has a significant commitment to faculty, less so to research staff. Yet, our rankings more influenced by the research activities which creates the other desired qualities of the university.
612	Sometimes all it takes is a bit of TLC from administrators.
613	Cut back on the increasing imbalance of athletics over academics.
614	Involve faculty in setting goals, planning, and making decisions in a serious way, rather than the current perfunctory and insincere efforts to obtain "input" in support of independent decisions by the administration.
615	Higher salaries; and a merit process that doesn't stack the deck in favor of the tenured "stars" who suck up all the resources.
616	Faculty should evaluate administrators. Administrators should respect the faculty.
617	Really work on academic preparation/expectations of students.
618	Provide better compensation (salary, merit raises) for essential service activities (e.g., advising, meeting with students, etc.). Provide resources (\$) for research development.
619	Improve the campus climate. What has declined markedly in recent years is the amount of RESPECT accorded faculty. A growing number of students are overtly disrespectful to faculty, and this is demonstrated both in classroom behavior and trashing classrooms (big auditoria are pigpens by afternoon). Improve respect for faculty and the rest will be okay.
620	The very fact that I am too uncomfortable to answer this question honestly should say something about what I would say if I felt I could.
621	Pay us more, keep health insurance costs down; recognize part-timers with teaching awards, etc--we work as hard as anyone else
622	Increase support for research and create mechanisms for attracting high quality faculty AND graduate students. Increase quality of undergraduate students through admissions standards.

623	Higher salaries, more resources, better students
624	clax dean to respect faculty; clax dean to respect the need for high faculty; some action to stop major problems with favoritism; further analysis of gender inequity;
625	Adequate funding for departments and libraries.
626	1.Lower salaries (and titles)of mid-level central administrators (e.g.,vice provost for facilities, etc.) 2.Be creative about finding ways to get more money for faculty salaries (Hiring Janet Murguia was ridiculous).3.Hiring a chancellor with some intellect. 4. Faculty governance that didnt cow-tow to central administration or act like administrative wanna-be's.
627	Pay people what they are worth and be sure that the increase in salery is more than the increases in health care...or you are just cutting peoples saleries in the end.
628	In a state with a very conservative legislature and limited tax resources, not much can be done to improve faculty morale.
629	Salaries at KU are well below the level found at peer institutions. My graduate school colleagues who have received employment offers in the last 3 years have received \$10K higher (or even more than this) than I earn at KU. Many of these colleagues are at institutions that are ranked lower than KU in my discipline. Moreover, health care was of far higher quality/lower cost when I was an adjunct faculty member at another university. We received a clear directive from the KU administration that the only way to improve our compensation substantially was to receive outside offers. This strategy encourages high-performing faculty to find alternative employment that some are sure to accept (and some have). In addition, it requires faculty to take time away from teaching, research and service to prepare for interviews. If KU truly wishes to become a top 25 institution, it must allocate resources to retain its best faculty members and not encourage them to seek outside offers as a bargaining tool.
630	Being a tenured full Professor, I believe salary increases are very important. Faculty salaries fell behind during the 1990s, and new professors are feeling the squeeze when attempting to buy a home. There has been a satirical phrase that has typified KU: "There's nobody who pays like Kansas." It is, of course, a cynical statement that refers to how people feel about the state legislature's unwillingness to fund higher education. Most faculty members are not unhappy with KU's leadership. Rather, they see that the legislature is unwilling to fund the university at a percentage level as it has in the past. As a result, there is often a hopeless resignation that KU cannot excel due to a lack of funding.
631	The administrative structure and culture of the institution is not responsive to faculty-a change from the top down in senior administrators.
632	Greater understanding of faculty day-to-day duties and responsibilities by upper-level administration and commensurate salaries.
633	Stop giving lip service to this and act on issues. Try to develop a participatory and open/ transparent style of management rather than hiding behind legalese. Also, be truthful and consistent in public statements and private actions.
634	The university should reward what it claims to value.
635	Boost salaries. Give support to departments that need it in the form of tenure-track appointments to replace non-tenure track, temporary lecturers. More support for graduate students. Stop pressuring us to accomodate all undergraduate students when we don't have the resources to do so. Overriding our enrollment process and directly enrolling undergrads into already full classes is one of the most annoying things deans and College advisors do.
636	A decent pay raise more than once every three to four years would be a start.
637	more pay and benefits like KU merchandise or tickets to events
638	Increase salaries Improve teaching and research facilities
639	Pay comensurate with peer institutions; more say in administration matters.
640	Higher salaries for faculty, staff (both classified and unclassified), and GTAs. Greater health insurance and retirement benefits. More adherence to University Senate Code clauses about faculty and student input in university decision making. More openness and democracy in the conduct of administration and evaluation of administrators. Better classroom and laboratory facilities. More professional development opportunities. More pluralism, less cloning, in promotion and tenure process. Less exploitation of younger faculty. Less discrimination against women faculty Shorter tenures in office for administrators.
641	1. Improve health insurance benefits to reduce cost. 2. Do not pretend there is a 3 percent salary increase when what trickles down to the faculty is about one percent. 3. Very rarely do faculty members hear from administrators that they and their work are appreciated.
642	Higher salaries or lower research expectations.
643	Provide more diversification opportunities for senior faculty.
644	Tuition waiver for me, spouse & dependents
645	More pay. Brining in new PhDs with higher pay is maddening. This place has devolved into a political nightmare.
646	* better pay and benefits * a sense that our contributions are valued (and not just the top 25% "flight risk" people)
647	Increase salaries; Develop richer mechanisms for teaching evaluation; recognize finite limits on faculty's personal resources.
648	For my department to flourish we must recruit out state students. It is discouraging to work hard to identify and recruit these prospects only to lose them because we cannot offer competitive scholarships. Out state recruiting is hard work and it is not clear how this work is evaluated by administration, especially if few out state students actually enroll at KU. This work is considered service by my department and service is not considered terribly important to the tenure process. But it is terribly

	important work. I hope administration will find a way to consider it and let us know they have done so.
649	The state should support the universities and the faculty instead of continually reducing effective support.
650	A. Have the legislature act like it values education B. get the administrators to listen, not talk at, but with, faculty--get input before making decisions (any forums, when and if they are held, devolve into administrators telling, rather than listening C. administrators and legislators should not make make arbitrary decisions about what makes a good program, department, or university, seek the faculty involvement and make connections in the process. The tuition enhancement process is a classic example of mishandled opportunities, too many parameters were established by the Provost on the Deans and by the Deans on the departments for new faculty enhancement and merit raises D. when the administrators do have to make decisions (as they inevitably have to do), then they explain the reasons for the decisions and justify them. Expressions of concern by faculty should not be met with "tough") E. although actions usually speak louder than words, sometimes words can help
651	substantial salary increases commensurate with our peer institutions. A better procedure for merit evaluation. More opportunities for research leaves, particularly for junior faculty. Better retention of mid-career faculty. Tuition assistance for dependents.
652	1. Get rid of double standards for male/female promotion. 2. Lessen bureaucracy of preparing promotion files (i.e., time it takes to create file equals salary raise of promotion itself!) 3. Value faculty and their daily efforts and achievements. 4. Raise salaries, especially in regard to salary compression. 5. Ensure gender pay equity. 6. Raise admissions standards (All too many students should not be in college--too many can't write, don't read enough, and rely on web too much. They should not be working full-time jobs which takes away from study time.) 7. Believe women
653	Paying Faculty what they are worth.
654	lessen the weight of the importance of the student teaching evaluation. (see Sept-Oct issue of Academe.)
655	Review process is too hidebound and complex. Standards for promotion are unrealistic. Enough money to make the physical plant interior appealing. Equipment and technicians for research Salary increases
656	Stop enforcing "one size fits all" policies. Reward the strong elements of the univeristy.
657	Improve classrooms and offices. Make teaching loads more equitable by number of classes and students taught. Counsel departments that have become dysfunctional.
658	a no-fault, non-judgmental problem solving method practiced amongst faculty.
659	Administration needs to abandon the corporate model and return to being faculty first, then faculty who serve by doing administration. Instead they have treated themselves to all the perks of CEOs with no apology: designated parking, seemingly unlimited travel, aloof attitudes. This has to stop if morale is to improve.
660	I would like to feel that the higher administration truly appreciates what we do as faculty-- the juggling of teaching, research and service components as well as our private lives. Although the college administrators can't force the legislature to fund the salary increases that we think we deserve, they could at least give us a sense that they actually appreciate us.
661	More opportunities to interact with faculty across campus units (such as Center for Teaching Excellence events) Ongoing efforts to ensure merit increases.
662	salary, benefits, decreasing department and school service duties
663	higher salaries less meddling by higher administration in faculty decisions better recruitment for graduate students more funding for international programs
664	Asking for direct input from faculty (not administrators/faculty) and fiding ways to implement changes that have support (e.g., financial) - KU tends to ask, suggest changes - with little to no support for making those changes - faculty are left to find ways to make things work - space, expanding graduate programs, new tasks - updating computer lic, new software for work - things like these are needed and admin will agree and then do little to aid in the search or implementation for the requested changes.
665	Administrators should care about what we do. They don't. They care only about money, and PR.
666	Clearly, budgets have been tightened to the point where day to day activities are tedious. The number one program on our campus through the local teaching improvement group is a \$500 grant to "improve teaching" which is often used to supplement educational materials. Here you see a lack of moral based on departmental budgets spread so thin that basic activities are not properly supported. A small increase to departmental O&E seems a small price to pay to further engage faculty. Junior faculty see a decaying infrastructure and poor quality laboratory space, whereas senior faculty are aware of the salary inversion. Here is a statewide problem in prioritizing funding for people or infrastructure. Faculty are down, but not out. Unfortunately, a general disbelief in all matters legislative permeates the campus as many promises appear to have been made and broken over the years. I can characterize this as a common event seen in industry, with a disconnect between labor and management. Often, these issues may be addressed by communication and engaging labor in the process, such that promises are not "broken" they merely have lower priority than something else (wherein now the something else is apparently not widely known).
667	Raise salaries Include faculty in long-range planning
668	Competition but not diminution of one department or college at the expense of another.
669	Significant investment in the facilities for students and faculty. We are losing ground by the day, We will never recover from the lack of investment by the Legislature. It is criminal.
670	The University needs more money. It's been starved for resources for a long time now.
671	Faculty should have input on policies before they are announced.

672	Better leadership
673	The results of the survey to be used for more than Excel charts - don't ask unless ou plan to act.
674	Make the salaries competitive!!!
675	More generous health insurance.
676	I wish top administrators would realize how much more they're paid than are professors. The expectation for professors to help run the university is, in many ways, necessary and admirable, but we're not really paid or promoted for service. I occasionally resent the tone of "Well, you should know this administrative stuff" or "How come you did it this way - that's not how it's done." My feeling is that I'm volunteering to help someone who's paid twice what I am. I think a second way to improve morale would be to have a state legislature that honored its promises to faculty members. I don't know many professors who believed that the legislature would keep its word on the Higher Education Act -- and, unfortunately, we were correct.
677	Shift focus of "service" from within the university to beyond the university, and don't overload faculty with committee work. Assure that students are academically prepared for undergraduate / graduate level work. Increase faculty salaries to prevent brain drain.
678	Establish a faculty club where faculty can congregate, dine, drink (or just one for each college). Wescoe Hall is an abysmal place to have faculty offices, and an embarrassment when we have visitors and for graduate student recruitment.
679	better pay - I know money is scarce, but I'm pretty happy with everything else - I just have trouble paying the bills
680	Quit spending money to buy diversity
681	Tuition assistance for dependents and salary and benefit increases.
682	Increase salary to near national average Improve administration response to needs of engineering school: space, teaching assistant definitions, international student issues, recruitment of graduate students. Rather than focusing on "top 25" status, focus on improving weaknesses and enhancing the quality of the graduate students and faculty recruited to KU.
683	Forget about the money culture; get out of the big time spending for only athletics; push to cut out duplication of programs in other state schools
684	more reasonable workload, cost of living increases, better distribution of merit money
685	Better University leadership, attention to faculty needs, salary enhancements.
686	Consistency in university policymaking and priorities: if we have \$1 million to pay our new athletic director, we have enough to bring faculty salaries and benefits at least up to the level of our "peer" universities. Increased bureaucratization and sprawl of the administration is also demoralizing: aren't teaching and research the core missions of the university? A more humane environment - a sense that the administration actually cares about the faculty - is a minimum need.
687	Salary parity with new faculty that are coming in to the University. I've been at KU for more than 20 years and have received exceptional ratings over the past 10 years. Yet new faculty are already making almost as much as I am.
688	- give us new cars for passing 50% of our students in our classes (ie like football) - stop trying to increase expectation when there is NO support to actually do so
689	1. Improvement of Faculty Salary and benefits 2. Improvement of communication from the top administration 3. Improvement of recognition of the hard work of the faculty
690	1. Build a true collegial, cooperative, mutually beneficial relationship between the hospital and the medical school 2. Value children in the medical school and the hospital. I live in a city where I feel somewhat trapped. My academic specialty is not very highly regarded at KU, and the environment at Children's Mercy is not one that lends itself to teaching and academic pursuits. 3. I have taken on significant administrative responsibility since being hired, but without any increased salary.
691	Better infrastructure support for researchers (especially adequate and appropriate space for researchers)
692	1. improve salaries, within a strong merit structure 2. executive levels of administration should show more appreciation for what faculty do
693	Allow senior faculty to pursue one of two lines of specialization (1) teaching emphasis, (2) research emphasis. Allow junior untenured faculty to state preference for one of these areas of emphasis during P&T process.
694	Define a faculty member's role on the basis of what's best for the students not what's best for the university. Example--how does the effort to become a Top 25 Research university benefit undergrad students with professional aspirations.
695	Increase the pay and benefits, improve the quality of the facilities and the research equipment
696	Increase funding for faculty travel Dynamite Wescoe Hall and start all over Require written-only, non-numerical teaching evaluations.
697	Pay BOTH faculty and staff in keeping with their contributions to the institution (with - at a minimum - COLA increases every year outside of any merit system). And, related to the above, ACTUALLY DO something about salary compression. Faculty governance should have a real part in University decision making, not merely a rung in the ladder for central admin. wanna-be's.
698	A sincere desire to be among the top universities might bring KU back to where it was ten years ago.
699	The decision last year to pay salary enhancements only to "the charmed 25%" was an absolute morale destroyer as far as I'm concerned. It just epitomized that administration's desire, without saying so, to reward only research, particularly quantities of research which has bedeviled the university's mission for many years. That decision also signaled to me that

	75% of us, or at least that significant fraction of the 75% not interested in competing their assess off against colleagues were just considered dead wood -- and wow, that just took my old breath away. It's hard to be fond or loyal of an institution that sends these kinds of signals.
700	More competitive salaries. More support for faculty lines. More/better classrooms.
701	Better research facilities. Overall, more research support infrastructure. This includes a bigger grants office, more assistance with technology transfer, state of the art equipment. More help with integrating computers into teaching.
702	Greater decision making by faculty; more open dialogue by office of the Provost; more emphasis on research and scholarship; tighter tenure and promotion policy; increased health care
703	Less administration More faculty voice in decision making More state support of higher education
704	Salary issues are central as is faculty involvement in the general governance of the organization. The sense that the state does not care is really a bitter pill and has been going for so long.
705	Make faculty compensation a priority. We find money for everything from bonuses for football staff to new buildings, but there's always an excuse for not funding faculty raises.
706	Better benefits. Salary commensurate to one's contribution to the university and department.
707	(1) Pay and appreciate us as much as the coaches and athletic director. (2) Invest in our facilities. (3) Streamline the bureaucracy and reduce it significantly; it impedes our research when it is supposed to facilitate it. (4) Provide a method for faculty to annually evaluate the Chancellor, Provost, Vice-Provosts who have portfolios relevant to our work, and Deans. (5) Provide a means for the faculty to evaluate the Bd. of Regents. (6) Be honest about the strengths and weaknesses of KU; the university continually squelches news or commentary that does not feed the dollar-making-machine that dominates Strong Hall. (7) Allow the department chairpersons the authority to distribute tuition-enhancement merit-raise funds as they see fit; abandon the rule that only the "top" 25% of the faculty may benefit from those funds. (8) Tell the Chancellor that it is inappropriate and below the dignity of his office for him to be photographed wearing a black tee-shirt at an athletic event; there is an image of the office that is worth preserving. (10) Recognize that the only matter over which faculty have any control is their time; everything else is subject to some one else's control. Leave us more alone -- less reporting, fewer service obligations, more time to research, and so on. (11) I acknowledge that state support has diminished, in actual/real and adjusted terms, because of the state's fiscal shape. Accordingly, and as some other state universities have begun to do, KU should investigate the option to privatize some of its units, such as its schools of law and business and some of its academic programs/research programs such as in pharmaceutical chemistry. These are units that can become stronger if they are able to operate more like private institutions, including by charging higher fees. (12) Do not be afraid to ask for more tuition money; KU is a best-buy no matter whether the tuition increases by another 10% annually for the next five years.
708	University promotion and merit guidelines and processes need to value rather than discourage collaborative faculty activity.
709	The Provost and Deans need to stop the insane policy of making faculty get outside offers if they want a pay raise of any significance. This is destroying morale, as many good people are unable to play the "outside offer game" either because of family commitment and/or because academic markets do not adequately reward good work.
710	Major salary increase Eliminate the "good ole boy" process of T&P Eliminate competition for awards and merit pay between and among faculty members. Systems of selection for both are bogus.
711	Distribute awards and recognition to a broader number of faculty than the very small cohort that seem to garner most all these awards at present. Devise a more equitable system for improving the salaries of faculty members who have given faithful and conscientious service to the university for many years, but have not played the "matching-job-offer" game that has allowed other, younger faculty to leap-frog them on the salary schedule. KU no longer has a problem simply of salary compression. We now have a problem of some faculty members who have failed to play the game falling well below that of their younger peers within rank. Job offers I received while at KU were not used as an opportunity to negotiate higher salary when I was rising through the ranks. Now it seems to be standard practice. Do I really have to go out and play this game in order to be treated equitably by this institution? Improve conditions for attracting graduate students to KU by granting residence (i.e., in-state) tuition to all or to those who make a reasonable effort to establish residency after one year. The graduate students we are working with are a source of improved morale for the faculty, and university policies that harm our ability to attract graduate students to our programs result in a lowering of faculty morale. And please, do not insult our intelligence by having the higher administration tell us that nothing has changed in the matter of establishing residency for graduate students.
712	Reduce class sizes and advising loads, i.e., provide more faculty lines. Upgrade facilities. Provide professional development funding.
713	1. Improve salaries 2. Close salary gaps between classified staff, unclassified staff, faculty, and administrators 3. More professional development opportunities 4. An administration that listens to the staff when they speak and responds to their needs, rather than one that pretends to listen but never hears. 5. A commitment to academic quality that is at least as strong as the commitment to winning sports teams
714	We have a great program despite our facilities which are so horrible that it is hard to attract top quality students. It is a struggle to do our work within such dismal facilities and we also have inadequate scholarship money. My colleagues are all wonderful, we could have a top notch program but fine arts is at the bottom of the pile in terms of support (salaries as well).
715	Upper administrators have adopted the role of CEO's of major business corporations. Their uneducated assistants earn more than full professors. For the most part this has created lofty disregard of faculty as lower class citizens. Our faculty Senate is a rubber stamp organization lacking any backbone or courage. Hence the faculty as a whole have no representation. We have no reason to believe that the Regents understand what is involved in creating a top university: the Regents do not choose to consult directly or communicate. The good things that doing research and teaching are inherently good remain true and have not yet been destroyed. The quality of the University remains in its faculty, who are dedicated

	despite an eroding management structure.
716	The horrendous budget situation takes a dreadful toll on adjuncts; there are no full-time, permanent teaching positions in the academy, and we are hired on a course-by-course basis with no benefits but with teaching expectations and responsibilities equal to those of tenured folks. An opportunity to buy into retirement systems, earlier budget decisions, an occasional travel to professional conference grant available to adjuncts would all help. The AAUP has some excellent research available on the current plight of adjunct faculty. The Board of Regents should be familiar with it.
717	1. The input on questions 10 and 11 for "Other" is too limited, this shows lack of concern for quality. 2. The administration continually implements systems and policies that are not well thought out and are detrimental to achieving a quality institution. Examples are (1) the recent online timetable and enrollment mechanism that is significantly more difficult and time-consuming to use; (2) class room scheduling that is more difficult to use; (3) network security policies that are more "checklist" rather than thought out; (4) requirements for commonality rather than quality (e.g. business cards and web pages). 3. By seeking uniformity, you send a mediocre message. You eliminate the diversity and creativity of the university. Universities have to be institutions where creativity, new ideas, exchange and publication of new ideas flourish. The vibrance of a great university has to come from the faculty and students in everyday situations, and not from public relations and commonality.
718	Can't do research as I would like since there is next to no support for it financially, I am in a low-paying dept. with little funds. The \$3K new faculty funds is inadequate to do much of anything. The \$8K isn't much better since it is for a larger scale, outward focused funding. It should be replaced with a \$5k first year and a \$10K second year funding system. After that, hopefully we would be able to get outside funding. But new faculty need start up funds.
719	Eliminate bureaucracy. Provide real support for faculty--esp for paperwork and compliance with the many rules of KU. Provide us with a READILY AVAILABLE resource that tells us who to go to to get whatever done. Complete the KU website by adding more links and cross-referencing. Put more paperwork online. Simplify, simplify, simplify. Eliminate teaching evaluations--students abuse their 'power' and very little useful information is gleaned from evals anyway. (The amt of administrative effort expended in this endeavor must be enormous!) Most faculty attempt to be popular with the students in order to achieve high teaching marks--resulting in rampant grade inflation, course dropping/shopping, and an overall lowering of the quality of education. Students have become so insistent with their demands for an A--it is only a matter of time before heinous crimes against faculty are commonplace. Along those lines, enforce the academic deadlines--incompletes should not be allowed at the end of the semester except under dire circumstances. Administrators tell students that they may take an I after final exams if the professor will allow it! Professors need a buffer against these student demands, plus students get two courses for the price of one. Simplify, simplify, simplify! Put more efforts into departments--not programs, initiatives, etc. Successful faculty, left to their own devices, will seek out the opinions/expertise of others and form interesting collaborations. Unsuccessful faculty are drawn into programs. When the departments are falling apart, it makes no sense to build programs. Again, Simplify, simplify, simplify! Eliminate sexism and racism from the administrative ranks. Stop telling students they are receiving 'value for their money'. An education is not something that can be purchased. It must be earned and learning requires effort. An education station that plays sports games 24hr is another obvious sign that real education and research are not valued here.
720	Expectations for tenured faculty members might best be honed to the needs of the department and the strengths of the individual faculty member.
721	financial support with regards to salary, benefits, and money for professional development.
722	Provide consistent raises that can be distributed to all high performing faculty, not just one or two in a department. The most recent high pay raises to a select few faculty were not good for morale, in my opinion.
723	If you want to be in the top 25, retain, hire, and support faculty as a top 25 university. Even getting to the average would be a step in the right direction!
724	1. Salary raises (min 15%) to be comparable to peer institutions 2. Promote SocSci&Humanities as much as NatSci&Biotech 3. Give more than lip service to internationalization & interdisciplinary research and teaching; this will increase the quality of the students we can attract 4. Emphasize academics as much as sports 5. Pare the number of redundant P.R. administrators 6. Get rid of sweetheart contracts in CLAS with SWBell, Dell Computers etc. and (a) for LD telephone: negotiate reasonable rates (currently they are 20x market rate!); (b) for computer purchases, free faculty to choose their own merchants (often at substantial savings and better quality)
725	space remains a concern at the university, as does salaries for mid-level faculty
726	include faculty in decision making process and recognize nationally/internationally successful faculty as having special insights
727	too many to list in this short survey- like when your Chair is considered incompetent by all of the faculty in your department, but your Dean and higher administrators ignore your issues to protect their prize minority Dean from embarrassment for protecting that Chair
728	Increase faculty salaries and benefits.
729	\$\$\$ for faculty salaries and scholarships no pre-emption from parking lots for athletics less emphasis and money for sports, more on education
730	The pay system institutionalizes disloyalty. There is a lack of equity. The best way to get paid more is to get another offer. You feel like a sucker for hanging around.
731	Salary and benefit increases for faculty. Fill positions. Improve the environmental conditions, e.g. classrooms. Reduce class size.
732	Fire Kim Wilcox. We have an entirely new problem in the College. Faculty who disagree with College administrators about policy and program creation must be protected from administrative persecution and witch hunts. This is the single biggest

	source of disappointment with the College of Liberal Arts within the last several years. Dean Wilcox and his crew take names of people who vote NO at the college assembly and there are several examples of retribution (that they have publicized, incidentally).
733	Demand from the senior administration as much in performance as you do from junior faculty
734	Have a more defined mentoring process--the way that they have a "preparing future faculty" there would be more meetings, workshops, etc. for new faculty so that we could be more of a cohort. I do not have a peer group in my department (most are chummy and older) and that does not help morale. A junior faculty member (woman/minority), is leaving my dept. this year because she isn't happy with the traditional dynamics of our dept. which is populated by (sorry, but must be frank) old, white, reactionary men who must feel threatened by the new people or something because it was not a welcome environment for her. It may just be a question of time, and when newer people come on board, and older people retire, but it is frustrating in the interim. For me (in similar position as woman who left), I just have given up on having a collegial, intellectual environment in my department and simply rely on other faculty in my professional associations. But, I am not sure if that is so different from other departments and other universities. Since this is my first faculty appointment, I do not have a way to measure this situation.
735	Less affective more cognitive teaching!Most students "feel good" but don't know much.
736	I do not feel very valued by the university, and this is manifested in an appallingly low salary, too many students in my classes, no opportunity for security and/or advancement, and no opportunity to evaluate my supervisor(s).
737	I realize this would be a difficult task in the modern environment of more and more regulations, bean counting and litigation, but a reduction in largely non-productive (i.e. not contributing to the education of our students) bureaucracy of meetings, reports, and ever more complex regulations for animal use, safety etc. etc. often impedes the prime objective of educating our students. It should be kept in mind that as educators we also need to have adequate time to keep ourselves educated. Currently there are a multitude of avenues for continued self education, but precious little time to do it.
738	The usual -- better salaries, fairer administration
739	Agressive establishment of shared governance...elimination of EVC's and Dean's abuse of faculty handbook in their appointments of administrators...institute merit pay (it has never existed on this campus in the over 20 years I've worked here)...increase pay to something like regional averages...provide more assistance (used to be called "secretarial help") in place of ever-increasing demand that faculty do their own secretarial work.
740	Parking!!!! Developing a program to mentor of junior faculty (esp. in teaching activities) by a senior faculty mentor, along with a peer-based system for teaching evaluations. Increase stringency of entrance and retention requirements for students - weaker students require disproportionate faculty time and lessen the time available for other students. Although this is a decision that the institutions can make, they need the support of the Regents, recognizing that retaining a substandard student does not help to improve the quality of the degree-program, nor does it serve the citizens of Kansas well (e.g., would Kansans be satisfied with physicians having substandard academic performance and who required repeated attempts to pass medical boards?). Elimination of the lecture note service & also creating (and enforcing) a requirement for students to attend at least some (preferable most) class meetings. More visibility of senior administration in day-to-day faculty activities. It will be viewed as a positive step if Board of Regent members follow through with their plans to visit the KU-Med campus in small groups to meet with faculty and students.
741	Undertaking a major renovation of Wescoe Hall to make it more cheerful, with farm ore windows, and a more sociable architecture.F
742	I work in a department that is very understaffed and has been for several years. It would ggreatly increase my job staisfaction if the administration were able to make a plan for futures hires and stick to it. Until then, I will continue to look for positions elsewhere.
743	Salary increase to competitive levels of similar universities.
744	Improve salaries (and not by hiring new people at market rates without alleviating compression for the rest of us). Ensure that extra merit is distributed equitably to reward excellence (not just cronyism or minority status). Get rid of the current bunch of overpaid, vision-free administrators in Strong Hall, starting with Kim Wilcox (who exemplifies the arrogant contempt for faculty achievement that sends those of us who've come up through the ranks at KU looking for other jobs). Above all, make us feel valued by putting your money where your mouth is: SALARIES MUST BE IMPROVED ACROSS THE BOARD, ESPECIALLY SALARIES OF HUMANITIES FACULTY.
745	Director should honor committments made to support faculty when a family illness occurs. Director should support study abroad, and interdisciplinary initiatives. Director should not encourage initiatives when there is not any intent to provide support. The University surveys should recognize there are faculty positions other than tunered or tenure track.
746	Health Ins. at \$0 Deductible, <40% Copay; Assigned Faculty Parking near Bldg.; Elimination of non-essential committee service; Regular/significant salary increases
747	More encouragement for fledgling research (ie not big money yet)
748	More input into decision-making processes.
749	improve facilitation of communication between faculty, staff and administrators.
750	Improving the first floor of Wescoe Hall would show concern for the many inhabitants of that airless, laughbly distressed area.
751	1) Improve salaries. Don't wait for valued faculty to get offers at other schools before paying them what they're worth; this decreases morale and increases the chance that those faculty actually WILL leave when they receive other offers. 2) Don't send pitches asking faculty to contribute to the Hall Center (or anything else)when they are grossly underpaid as it is. 3) Be sensitive in all other ways to the fact that quality faculty at KU are undermaid compared to peer institutions. (Our chair

	recently "guiltied" us about not attending department sponsored lectures. The lectures are there as a resource for US, not to add to our over-extended and under-compensated work load.) Additional comment: I am active in research, teaching and service--always receive highest or second-highest possible overall merit ranking every year [8 or 9 total merit points, out of 9]. For this performance, I've gotten one raise of about 1% in the last two years combined. Making me feel guilty about other things I could be doing but am not--or asking ME to give money to the Hall Center (which is there to support ME!) is adding insult to injury.
752	More attention to infrastructure -- making sure we have adequate physical facilities and forward-looking technology.
753	More teaching staff involvement in administrative decisions, more fringe benefits for all teaching staff
754	Make travel reimbursement process more transparent. After 9 months, I am still waiting for my reimbursement check without knowing why!
755	Senior administration should re-examine the style with which they approach management and allocation of resources, and how they relate to the ambiance of the institution. Sometimes it appears that these folks do not appreciate the forthrightness and open agendas expected of them. Too much plotting behind closed doors, that gains the admin its goals, but destroys faculty and staff morale. In other words, you are getting what you want, but at an expense the institution should not pay.
756	Make significant efforts to retain the many great faculty who leave each year.
757	Merit salary increases Research and travel support Recognition of research quality/productivity Changes in administration
758	More means of funding graduate students outside of research grants.
759	in my case it would help if the so-called review committees established every so often to talk to members of departments about their satisfaction with their departments would actually include the negative statements made by individual faculty [me] instead of airbrushing them out.
760	Increase salaries Improve the merit process Increase chances for promotion to all
761	Class sizes are too big and the students are not challenged enough in their first couple years. In my junior/senior level class of 170 students, they are suffering because they are ill prepared and I cannot give them the attention they deserve. I only have UTAs to help me and they were not educated properly in the subject.
762	Class sizes are too big and the students are not challenged enough in their first couple years. In my junior/senior level class of 170 students, they are suffering because they are ill prepared and I cannot give them the attention they deserve. I only have UTAs to help me and they were not educated properly in the subject.
763	Consistent yearly raises, like most other jobs in the world.
764	Increases in salary and benefits. Reduced teaching load for those seeking additional research responsibilities OR reduced research responsibilities for those seeking increased teaching responsibilities. Clear manifestations of faculty input and influence in administrative decisions.
765	Create a reward system for GTAs who do good work. As of now, our department offers NO incentive for good teaching.
766	increase funding, stop the burden of internal politics
767	1. Hire administrators who want to do something significant for Kansas and not just get their second retirements here. They must have a vision for the future of Higher Education. 2. Hire a new Engineering Dean that has a clear vision for Engineering Education and does not discriminate based on national origin. Do not just hire another "homegrown" person as was done for NIAR who was not even qualified to apply for the position and was part of the search committee himself. 3. The NIAR should become part of the College of Engineering. The research grants awarded to WSU ends up in the pockets of a few selected people who are paid overload while the rest of full time faculty are being ignored. Every tax payer's dollar should be accounted for and should be distributed on a competitive basis to ensure research of the highest caliber.
768	Do not leave new faculty with wages less than incoming non-tenure track instructors. Inform secretaries and staff that decorum and respect should be part of their job. I have heard sooooo many staff and part-time faculty deride the "PhD's" that are at FHSU. Perhaps the staff should be informed what it takes to get a doctorate at major institutions. Faculty should be supported, not ridiculed...
769	Allow tuition waiver for faculty (spouse and kids). Increase salaries of faculty. Make range of salary increases; everyone getting between 1-3% increase encourages mediocrity. Provide more financial support for faculty to go to professional conferences (regardless of whether they present or not).
770	Increase salaries, conference funding, etc. so we don't feel like the ugly stepchildren in our field; attend to office spaces and teaching spaces
771	New chancellor(better relations w/Topeka) New provost Relocate priorities from athletics to academics
772	Change the orientation of the university away from a business model that sees students as consumers and sources of profits. This view also sees departments and programs as profit centers. The business model is destructive of what I value in higher education.
773	financially and structurally support the activities the university requires and expects us to do in fulfilling our job responsibilities
774	have out of department mentors. from time to time have out of department administrators check in with new faculty.
775	Lose the "corporate" priorities and "management" mandates that have invaded the academic sector. Streamline facility operation and infrastructure, but provide adequate support (replace core faculty and support personnel). At least try to balance the academic mission with being in the Big Ed Biz. The tuition enhancement initiative revealed many of the problems in our leadership thinking: Departments have lost faculty over the years, and many have not been replaced. This has undermined their curricula and ability to offer appropriate courses. Administration response was to seed "boutique"

	positions, without first ensuring the stability of the core. There was no "win-win" -- just winners and losers.
776	There is very little indication from administrators that they value or even want faculty input into decisions regarding future hires, academic resources. I feel like I am just a number here. All that is valued is one's ability to pull in grant money and one's potential to be a "star."
777	I think, by any measure, salaries are depressed, especially at the professor level
778	Identify discrepancies in salaries and make appropriate amends.
779	Replace the Chancellor as soon as possible.
780	Equalize procedures across the University in tenure, promotion, and merit decisions.
781	#1. Programs/departments that make perennially good use of resources and regularly demonstrate excellence (as demonstrated by grad school records-- e.g., selectivity, retention, student publications, teacher ratings) should receive new faculty lines. Such programs cannot maintain excellence forever with the existing number of faculty. This policy could replace the current policy of giving mediocre departments new lines in hopes of them achieving excellence sometime in the future. In the end, past behavior is still the best predictor of future behavior. #2. Increase selectivity of undergraduate admissions. Too many under-qualified students are detracting from the mission of the university, and disproportionately draw upon faculty resources.
782	additional resources such as graduate assistants; more fellowship and chair positions; raises based on merit; basing evaluation of research on quality of research not just on journal rankings
783	Provide administrative support for faculty standing committees - have the Dean's office provide an administrative assistant who can 1) schedule meetings, and 2) take minutes, among other things. Have enough faculty members that any faculty member only needs to be on one committee at a time. Limit requests for faculty members to give of their time on evenings and weekends. Make sure that every faculty member has appropriate time for "scholarship" in their area of expertise. Provide tuition breaks for family members. Provide institutional day care options.
784	The administration should shield faculty from intrusive, useless tasks. Hiring and retention of women and minority should be encouraged. Humanities faculty should be given more research support, since they have fewer opportunities for external funding. An ethnicity or nonWestern course requirement needs to be instituted for undergraduates to offset the horrible, conservative attitudes of Kansas and many of the senior faculty.
785	Better compensation for workload More time for research
786	salary, less overburdening bureaucratic load (presently, academia=bureaucracy), mediocre faculty, lower students enrollements with higher ability and motivations (quality not quantity)
787	Reward great teachers with promotion, not just great researchers. I teach 3 courses a semester with little opportunity for relief to do research, which would get me promoted. To do research I'd have to work 18 hours a day or summers, likely without pay or financial support.
788	1. Money for travel to conferences could be much higher. There is no better way to have your research reach a wide audience and increase the visibility of the department and hence of the university than present papers at conferences, but there is very little money available to do this. 2. Salaries could be improved. 3. The perceived emphasis on the sciences over the humanities could be addressed. For instance, all of the applications for extra research money seem to have a science-oriented bias.
789	A place where faculty could meet informally--besides the cafeteria w/ its horrible food and the students watching. A faculty retreat on teaching--like the one we used to have.
790	Administration might seek to better involve faculty in decision-making process. There is often the tendency to inform faculty and seek faculty approval after a decision has been met. The university (and administration) might benefit from informing faculty of the challenges that face the university and early in the deliberative process allow faculty to contribute ideas as how the university can meet the challenges. There has been some success here with the tuition and budget committee. There is opportunity for more such successes. Administration and faculty can work together to identify better strategies to channel faculty effort towards development of important university goals. Monetary incentives for certain types of classes are not that effective. Administration might try to find out what resources faculty need to do what they want to do, then try to provide those resources. That's more incentive than pocket money. Administration might engage in its own professional development. Especially needed is more skill in leadership and motivating people. Personnel should be respected for the work they do. When that work does not meet expectations the administration should work with individuals to find ways and opportunities for the person to succeed. Administrators should work to establish a more productive and high quality work environment in which people like to work, strive to excel, and take pride in their work. Administration should get around campus to see what people are doing and think about how they might facilitate all the excellent work being produced.
791	The gap between administration and faculty could be narrowed. Administrators seem to be in their own world, with little reference to mine.
792	Try paying us what we're worth!
793	Try paying us what we're worth!
794	More support in research, financial support, tenure support, mentor support, smaller class size, stronger fellow faculty.
795	More gender equity in the university at large and an evaluation of institutionalized sexism that exists at all levels of the university, especially when it comes to teaching assignments, office assignments and the like.
796	Increase pay according to clear ranking status and degrees earned. Where I work, no pay increase is granted due to advanced degrees or coursework hours toward a higher degree!

797	The Chancellor and the Provost should make very clear to the Deans that the words "academic freedom" and "faculty rights" are not just meaningless terms that can be violated at will!
798	As adjuncts, we are almost the university's foreign legion.
799	My office is in Wescoe - no windows for almost all of us. Classrooms are dismal. About 10-20% of my students never show up for class, and 20-30% do work at the high school level. They drop the class right up to the last day of term - this breeds irresponsibility.
800	Term limits of six years for chairs. Requirement that central administration give reasons for denial of promotion or tenure. Requirement that in small departments, a faculty spouse can not be hired unless two-thirds of dept. faculty approves.
801	Less top-down management. Currently the Provost office dictates which new faculty we hire. Also, computer security is TERRIBLE here compared to other universities. We have a slow down or stop at least once per week. It negatively impacts my research!
802	Senior administration being willing to cooperate with Faculty Senate on bills dealing with critical issues. Appreciation of contributions to the University by faculty and staff. Staff input into morale surveys. A work environment which is not hostile with some administrators acting like they "are above the law" in their dealing with faculty and staff. Senior administration not being supportive when personnel meet with senior administrators about their concerns regarding arbitrary reassignments, being treated in a demeaning manner, working in a hostile work environment, etc. Personnel being treated in a demeaning manner by supervisors and the administrator in a specific area on campus. Lack of academic freedom - not being able to agree to disagree and having to follow "the company line" because of intimidation. Seeing a co-worker dismissed for disagreeing with a revised policy in a meeting where policies and procedures are discussed and given 1 hour to leave her work place and having her computer's password and ID changed within that hour. Being told what committee you are supposed to serve on in a professional organization and being told to not accept reappointment on a committee on which a faculty member is serving. Seeing faculty forced into retirement, forced into disability, charged with Chronic Low Performance on the basis of lies and trumped up charges. Having enough released time to do research. Not having to pay for health insurance. Having tuition waivers for faculty and staff as well as dependents. Having a work environment where there is an attitude of trust. Not having so much work piled on an individual that there is a feeling of constant frustration. Not being told by a supervisor that you should look for another job if you don't like the way she is doing things because she is not going anywhere. This was said to 2 faculty members who had said nothing about the way the supervisor was doing things. Not being subjected to an administrator who has anger management issues. Having the administration respond when an administrator is evaluated and a majority of personnel working under that person have addressed serious issues in the evaluation. Not working in an environment where there is blatant favoritism in a certain unit
803	Reduce their loads. Cannot continue to keep faculty with massive overloads of teaching and adm. activities senior faculty asked to do.
804	Provide for removal of authoritarian chairs with term limits, especially in small departments; regular evaluations of top administrators; have policy forbidding husband-wife pairs in same department; have the administration take the lead on improving academic standards. They seem not to know that students cannot write or think clearly and that students feel they are not in jeopardy of leaving the university because of low academic performance; do something about grade inflation. Faculty feel they cannot give the grade that they should give to many students for fear of adverse consequences that reflect on them if they did. We need leaders with the guts to do something about this problem.
805	Better salaries, a much stronger commitment on the part of central administration to graduate education in fields that do not bring in large grants.
806	Appreciation of efforts Fewer top-down decisions Salary increase Protection of academic freedom
807	reorganization of the School's departments so that the focus is more consistent with the mission of the department.
808	Make administrators accountable to faculty, and make faculty accountable to administrators and each other in a real way have administrators give more than lip service to the mission statement of the university state support for higher education is abominable, and this should be admitted openly and candidly with real date so we can get on with our work and stop the complaining that leads nowhere treat faculty like faculty, not employees give faculty a "real" role in governing the university and have the patience to let them play that role
809	By truly taking faculty needs and response into account. By taking the steps necessary to improve the entire university, rather than select pockets that are already highly ranked. By treating departments with equity rather than focusing on the desires or accomplishments of a select few. By investing more in building maintenance--both so that the buildings will be more attractive/pleasant and so that laboratories can function the way they should (and with fewer outages/interruptions). By putting a filter on e-mail to eliminate perverse and voluminous spam. By approaching issues with integrity and care rather than a legalistic "what must we do to prevent lawsuits being levied against us" approach.
810	Increase salary Less autocratic administration Administration which values faculty (and shows it in concrete ways) Less focus on (fewer resources spent on) athletics
811	Get the legislature to honor thier commitment for regular merit raises. I can't think of many instances in the professional world where promises are made and broken so brazenly.
812	Sincere interest in faculty opinion.
813	This survey is proof of the issue. MDs at KUMC have to do clinical work to survive. That clinical work is not valued. Not where on this survey is there any question about taking care of patients. That clinical work creates income which does not come back to the individual who earned it and is not valued. The same money made as a researcher or as a clinician is much more valued if it comes from research. That realization is demeaning and dispiriting. Clinical practice in the setting of an academic medical center needs to be valued and the clinician needs to be paid for his/her work.
814	adequate salaries; upgrade equipment available in classroom; opportunity to evaluate administrators

815	Increase salary, benefits and professional development money. Decreased teaching load. Increased visibility of meritorious achievement Increased facility support for proposal writing Increased (some!) facilities for research activity Realistic expectations of administrative staff. Realistic legislative support.
816	I feel underage drinking is a huge issue in this community, and it affects the behavior and academic performance of students, decreasing the value they add. I think staff would be more excited if they had students to work with who were more passionate about learning and being involved rather than seeing how drunk they could get.
817	We could eliminate Teaching evaluations OR allow us to evaluate our administrators.
818	It would help to have the senior administration (including the president) clearly distinguish between what is their responsibility--fund-raising--and what is the professors' responsibility--teaching and research. I feel the president wants the faculty to do it all--teach and fundraise--which in turn makes me feel unappreciated as a teacher.h
819	Consideration in the promotion process should be given to those with advanced degrees, but no PHD. Under the current contract, in my area, I cannot be promoted to associate professor without PHD. I have an Ed.S and 29 years teaching experience. This should merit promotion.
820	1. Salaries need to be competitive with national averages -- we are 10 to 12% points below national averages (even when taking into account cost-of-living!)
821	merit pay. administrative emphasis on quality, not quantity, of instruction. financial support for research. A REASONABLE HEALTH AND RETIREMENT PLAN.A
822	Lower health insurance costs Provide greater financial support/ opportunities for professional development Tuition assistance program for dependents
823	a reasonable salary would go a long way. The last time we searched for an ASSOC PROF we got one applicant. When we searched for a Microbiologist we got 2 applicants even though there were 251 people who looked at our advert. Salary is going to make it impossible in the near future to fill vacancies in the sciences. After all my years here most of my students, at the undergraduate level, start out at about my salary. I can't even get my spouse or children into college without some assistance in tuition. When my wife applied for graduate study she had to fill out Fin Aids forms. They offered us enough money to cover everything because I didn't make enough to contribute to her education to any extent
824	Either lower the course load to allow time for research or eliminate research as a criterion for tenure, promotion, and merit pay.
825	eliminate tenure and evaluate everyone based on performance yearly like the rest of the world (outside of education)
826	Faculty are expected to do more and more each year with less and less. I think this needs to be realized and faculty need to hear that they are doing a good job with the small amount of resources they have. We are losing GREAT professors to other University's because the expectations are less and the pay is more. I would like to focus on one area either Teaching, service, or research and do the others when I can. Now I feel like I'm docked if one slips.
827	First, I would like for faculty to not have so much of the workload for which the Registrar's office formerly held responsibility. Technology is fine, but it has definitely increased our workload in the advisement/enrollment process. Overall I believe morale is good in the College of Education; I do not think it is as high across campus. I attribute this to truly having input in the planning process and frequent opportunities to engage in planning and evaluation activities. COE also does quite a bit of visioning as part of the process. This is a boost for most faculty. Our department meetings are very collaborative; we try hard to reach consensus on issues affecting the department and/or other departments. Overall, this has been a great place to spend many of my working years. I feel lucky to be here.
828	1) Being able to rate upwards - not just chairs but deans, vps, and presidents. 2) Stop this silly, counter-productive, anti-intellectual bean-counting, business model approach to education and begin to treat students as people with minds that should be wasted. 3) Require all administrators to teach at least 2 classes - basic introductory classes - every semester. 4) Stop the plan to consider chairs as 100% administrators who are allowed to teach; this is theft, outright, for chairs began as ways faculty contributed to helping meet the university's goals but are now being kidnapped by greedy administrators. 5) Fund college education for every student free as long as they make B's or better.
829	Improve quality of programs, quality of research, salary, attract quality students, have high expectation of students
830	More opportunities to interact with other faculty. M
831	Our salaries are so far below the national averages - very demoralizing. It IS leading to faculty leaving Kansas universities for institutions with more fair pay. Need to stabilize or decrease health care costs; present increases cancel out any pay increase in terms of net pay so it never seems we get a raise. Fair implementation of the guidelines for promotion and tenure; the guidelines are there, but they are not consistently applied. More equity in salaries between departments and colleges! The differences are extreme and not justified; this creates divisions between departments and colleges. Find a fair way to allow faculty to assess administration. Don't hire "Chairs for life"; the position of chair should rotate among department faculty members with slight increases in pay. Chairs are paid ridiculously high salaries which are not warranted and have too much power in departmental decisions. Merit pay for exemplary performance in annual appraisals. Thanks for asking!
832	Stop the Grade Inflation process that is rampant in America. Currently we enroll into the University very unqualified students then expect the faculty to accept their poor performance and pass them. This is financial prostitution whereby we are expected to retain students so they will continue to increase headcount so the university will qualify for more state budget money. The European, Asian and other foreign are far better students. This process is killing industrial America! Just adopt meaningful entrance exams like all of the rest of the civilized world has.
833	Closer coupling of salary/benefits to performance. Visibility of administration physically and through various forms of communication Higher standards for student admission. Firmer discipline for non-performing or disrespectful students. Peer

	evaluation of teaching/research performance instead of student evaluations.
834	A new and dynamic chair for our department. More professionalism displayed by faculty. Equal distribution of teaching load.
835	Bring salaries for all ranks at least up to the national average.
836	Just the simple fact of truly having some input on major decisions.
837	100% school participation in contributing to the Foundation should not be given a higher priority than effective teaching and research. Dean, VP, and P should be more interested in academics than "being right."
838	Get rid of the administrators and Chairs who have never been in the real world; Have only been at PSU all their life. If not, your going to lose your young, marketable faculty. Don't care if we're young enough to be your son/daughter. We're not idiots; We highly trained and (formerly) well paid business professionals. Us teaching our skills to the students will make them marketable and drive Kansas' economy. The retirement system is weak. Paying into a defined contribution system, couple w/Social Security is excessive. It won't be there for the younger generation. The cost of health insurance is bad enough if you have spouse, but if you have a young family, it gets repressive to the point of wondering if I should go back to industry. It makes matters worse that no HMO is available in Missouri. The PPO has a 50% co-pay on top of high monthly payments
839	More true collaboration in governance, which would involve a mechanism for overriding a veto by the chancellor and would limit unilateral administrative actions. Some overt gesture of thanks--a pat on the back from time to time. The Hall Center's recent reception honoring those who wrote books recently would be a good model. Some sense that the administration is trying to shore up the existing resources of the university. There seem to be endless new projects, new programs, new "enhancements" even during budgetary hard times. Stopping the erosion of the existing core makes more sense than endless expansions that actually have the effect of contributing to the erosion of the core. Better communications with legislators and other officials in Topeka and with the people of Kansas. We need liaison work by persons who not only understand the mission of the university but can speak the language of the state.
840	Do away with the Merit system. All the research on merit systems indicates that PSU is doing it the wrong way.
841	Benefits are very minimal. Perhaps a multi- state effort to bring health care costs in line. Retirement benefits are poor. Salary for faculty in many departments are unreasonably low. The excuse that the cost of living here allows the dollar to go further is a sorry excuse for underpaid faculty.
842	We should evaluate all administrators. The state should take better care of their employees via salary, fringes, and helath care costs. We should be more concerned with developing faculty rather than in rating them. The way to improve the quality is through development not punishment. Our merit system is a joke. It is really a demerit system as most of the time the raises do not keep up with the cost of living. Student evaluations should not be norm referenced, they should be criteria based tools used for faculty development not punishment.
843	Have the same merit pay process for faculty that administrators use for themselves. Have faculty rate administrators.
844	Administration needs to listen better and more. Increase professional development support.
845	Salary Schedule
846	Move to a salary schedule in which promotions and tenure are reasonably difficult to achieve, but in which yearly increments are fairly automatic, except in cases where there is a serious concern that the output or performance is not adequate. There is an enormous amount of time wasted on this process and it contributes to poor morale. I have done fairly well in the system, but I think it does far more harm than good to try to categorize faculty in this way. It is also clear from consultations with evaluation experts that formative and summative evaluations are not compatible. Formative evaluations would be far more useful in improving performance while maintaining morale. Salaries have not kept pace with inflation. Tuition has skyrocketed, making education more difficult to afford. Health care costs have skyrocketed to the point that radical reorganization of that system may be needed in the not too distant future. I would be very happy to see the rate of state income tax go up to pay for some of these costs rather than using regressive taxes that hit hurt the poor disproportionately.?
847	1. Improve communication among different schools and departments. 2. Establish a faculty area where faculty can meet for coffee and conversation. 3. More social interaction among faculty. 4. Change the assessment procedure from an annual assessment to a 4-5 year assessment for senior faculty [tenured.]
848	Pay us what we're worth and somehow reward us for the increasing effort we give to cover for diminished support of teaching positions in the universities; want to keep our college-age children in Kansas? how about some assistance!
849	1. Rejection of the corporate model some are trying to impose on education. The corporate model does not work for education because education is fundamentally differnt from business. I would love to go into depth on this issue, but this is not the place. 2. Democratic governance within the university. All administrators should be elected from within the university by the faculty. Chairs elected by department members. Deans elected by college faculty. VPs and President elected by university faculty. 3. Salary increases to move us closer to the national average. 4. Better health benefits (lower cost and better coverage). 5. Tuition assistance for spouse and dependents. 6. Appreciation for scholarly work by administrators
850	Increase salary to par with peer institutions.
851	professional development of department chairs
852	Because there are research faculty and teaching faculty with different expectations, it is difficult to address one groups concerns because sometimes it is at the cost of faculty in other types of positions (e.g., KU versus KUMC).
853	Increase salaries. Decrease class size.
854	more support for summer school
855	Reassign Dean Wlicox to janitorial work

856	Align expectations of faculty/staff with published mission of university, i.e., if quality of education is important, provide resources to make good quality possible. we are constantly given contradictory messages--good teaching, more research, no additional support or improvement of technology or other resources.
857	Tuition break for my children.
858	Admit that most of us want to do quality teaching and actually do something to support and encourage and evaluate good teaching.
859	Equity in salary with similar institutions. Equity in class teaching loads within the University. It would be a major incentive to be able for my son to have a tuition stipend. Currently there is none. I believe it would greatly enhance morale in how it impacts salary and cost of living.
860	Increase funding for OOE and Classrooms. Cut class sizes and get away from the large lecture sections.
861	Stop the salary reduction of 5%-this is not happening at KU Wichita. Funds for professional development--as at KU Wichita. Improve support staff attitude, and take down posters re immediate dial-in reporting for misconduct(insulting to doctors) Improve furnishings in clinics other than the big money-spinners eg cardiology. reintroduce live people answering telephones. Improve the hospital parking crisis. Improve hospital billing in a meaningful way.
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863	Providing free tuition for faculty spouses, faculty children, and the faculty themselves when they wish to take a course would not only be a valued benefit which would not cost the university that much, but would also raise the academic level of the student body, since many faculty children rank among the top students in their high school classes. Such students would be much more inclined to attend a Kansas university than go out-of-state for college if they had free tuition and fees (or something like the Hope Scholarship in Georgia, which has tremendously elevated the quality of the student body at the University of Georgia). Faculty morale would also be greatly improved if we received other benefits that those of similar levels of expertise in private industry have, such as free parking, free health club memberships, free health insurance, all expenses paid on business travel, etc. Above all, faculty morale would be vastly improved if our total compensation package could annually exceed that of the rate of inflation until Kansas ranked above average for the nation. As it is, we are losing many great faculty members to equal or lesser institutions which offer much better compensation packages. It is also disheartening that year after year, tenured faculty members leave or retire and are not replaced, thus vastly increasing the work load of those of us who remain, or are replaced by often-underqualified temporary appointees, thus diminishing the quality of our educational offerings. Faculty morale at Kansas State University could also be greatly improved if the library budget were sufficiently expanded so that Hale Library at least ranked in the top 11 in the Big 12 in number of holdings.
864	Adequate funding of salaries, travel, dependent health care, spouse employment, and proper funding of projects.
865	1. Free tuition for dependents at any Regents university. 2. Seeing administrative cuts to fund full tenure-track positions. 3. More flexibility in teaching evaluation instruments. 4. Raise admission standards and rethink Freshman experience course by appointing faculty mentors for entering Freshmen without 3.0 gpa in high school.
866	faculty that work well together and not so competitive for merit, control
867	Better students, I feel I am teaching on about a Jr. High level. Too much emphasis is put on recruitment and retention college is not for all nor should it be taught on a level for all. Grade inflation is out of control. people who are involved in education should consider themselves professionals and should dress accordingly. I guess you could say we should go back or adopt some of the things we have abandoned. new is not always better. the quality of our graduates is declining at a rampant rate. I don't want to fly any more, when our graduates have any thing to do with the design or manufacturing of airplanes.
868	Fewer responsibilities resulting in freedom to focus on our interests. Often my time is so divided I don't have the time for things I really love, like working with students.
869	better health coverage more faculty/department control
870	In general, faculty need to be more involved in senior decision making. Our departments are always trying to find creative ways to make the most out of limited budget situations. I think they do a good job, when they are allowed to do so. Frequently, however, they are not allowed to do the rational and practical types of things necessary in a tight budget situation. Often there doesn't seem to be any good reason for limiting the departments and colleges in these ways. If there are good reasons, they are not communicated downward in an effective way. This causes significant moral problems with the college and department leadership which bleeds down into faculty.
871	Aside from the obvious -- salary and benefits -- nothing would improve morale more than a demonstration by the governor and the legislature that the people of the state actually give a damn about higher ed and recognize its value to the state. The administration bears part of the responsibility for this failure -- Go to Topeka a champion education, don't just be a budget wonk.
872	First, understanding that all workloads are not equal. Many faculty give much more effort and time than others. Adequate support resources, (release time, student help \$, GA's, additional faculty) would alleviate some of the workload which would impact morale. I believe many faculty exhibit low or apathetic morale due to exhaustion. We could consider 10 month contracts for faculty interested in working an additional month in the summer whether it be teaching, service or research assignment. Most faculty have great ideas of things they would like to improve but in many cases at our institution do not have paid time to do it. We have to much expectation that faculty can do their work at home after hours and during the summer. All non-paid periods.
873	Begin to pay us on an equal scale as national averages for a division two university.

874	increase salaries
875	reduce teaching load, encourage more on research, increase salary and benefits, support graduate students (Reduce GTAs' teaching load and increase # of GRAships)
876	open forums
877	1. Provide more resources for professional development to include training on new technology, software, etc. specific to each discipline. 2. Put faculty on 12 month contracts, pay them a appropriate wage for the qualifications, and use summer to support professional development, teach summer school, do research, or improve teaching. 3. Direct research dollars back to better wages for grad students and students assistants, equipment for students, or scholarships for students. 4. Give full tuition scholarships for to faculty and dependents for use by faculty anywhere in the Regents system and any the system schools have partnerships or agreements. 5. Eliminate the merit system ... base raises on time in service and time in rank
878	Tuition assistance for dependents; higher salaries; lighter advisement load; air conditioning turned on earlier in spring
879	Admin. need to say "thank you", "nice job", more pay, less worthless paper work. Make some intelligent moves. Consider the student the #1 product we produce. No brown-nose policy to get some thing or some where! A more friendly working relationship.
880	none
881	Less work spent on unproductive paper work for some Fderal/state requirement that does nothing to improve my abilities as a teacher or the students' abilities as learners.
882	Stronger administrative leadership. Take a stand on the academic issues instead of allowing faculty to exhaust themselves in conflicts with each other.
883	1. Remove the fear displeasing administration 2. Recognize faculty for thier contribution, not just a slot to fill. 3. Discontinue hiring non-tenure track faculty, especially for virtual college.
884	WSU administrators no longer give a damn about what the faculty thinks. The Academic Vice President should be forced out or fired.
885	I believe that the morale of the faculty will improve if they see tangible results directly affecting their way of life, i.e. tuition assistance/waivers for dependents, increased salaries to bring us in line with the national average, more involvement of faculty in budgetary decision making, rotating departmental chairs, 10 month salary for all faculty including the chairs. some of these are cost saving measures which will help during these lean budget years.
886	Better salaries and benefits. Limit emphasis on athletics. More communication and dialogue and shared decision-making between faculty and administration. Advocate stronger for faculty in legislature. Strengthen faculty oversight of administrators at the School and Department levels.
887	The tuition waiver program for FHSU dependents needs to be approved by the Board of Regents. This is an internal matter that is independent of the other institutions. KU is able to offer faculty higher salaries than other Regents institutions due to its research structure, this salary level has not been blocked because it might cause other faculty to wish for higher salaries.
888	Not possible given the hierarchical structure of power and decision making, that is, the concrete ways are in the hands of administration
889	Get rid of the corporate model in higher education. Stop micromanagement. Respect the professionals hired to do their jobs.
890	1. Realistic, objective standards. 2. Recruit brighter, more motivated students.
891	The way that we evaluate teaching is not only ineffective, it's counterproductive. The archaic instruments we must use put the focus on the wrong things. Thus, we miss the opportunity to learn what we'd like to know in order to improve our classes. Instead, we receive petty and annoying feedback about how students rate us on trivial matters. We are not "required" to solicit written comments from students (as we are with a quantitative scoresheet), but the forms we must use with our students do have space for comments. The comments are anonymous (hence, unsubstantiated) and yet they are considered in evaluating our teaching. Unfortunately, our administrators use little else in evaluating the progress we make in our classrooms with our students. Each year a few professors will win awards, and this is fine. But when we receive miniscule raises, coupled with unpleasant evaluations that do more harm than good, it undermines the main reason we teach -- the joy of helping our students learn. No wonder faculty morale is low.
892	For me, affordable health insurance. It is cheaper for my family to buy private insurance, which is also better.
893	Stop sending silly surveys like this. The simple opportunity to whine increases dissatisfaction.
894	Limit class sizes; make selected admissions requirements tougher
895	1. Increase the level of compensation. 2. Increase the level of support for supplies. 3. Increase the level of support for health insurance.
896	1. Replace our Academic VP. We have a sickly recluse who provides little leadership or visible academic advocacy. 2. Salary and health benefits are falling behind. Once again the legislature sets up multiyear improvement programs and then welches on the final years of the program.
897	More respect for faculty from ku amdinistration. Departmental organization is controlled by Deans and up. Respect for faculty in matters of governance. Micro-managing....
898	Higher salaries, especially in Fine Arts. More reasonable service load.
899	- much improvement needed in salary and benefits - improvement needed in evaluation method of faculty, administrators - much improvement needed in recognition/reward of superior performance/merit

900	University senior administrators should listen more to the faculty and staff attempting to promote a high quality education for the students and less time focusing on artificial and meaningless rankings designed to supply press releases and boost fundraising.
901	More public attention needs to be given to the challenges facing all faculty. There seems to be a focus on the small number we may be vulnerable to losing or to those most underpaid. The latter is a problem we created when they were appointed. When resources are tight it is important that all good faculty are reinforced. If a faculty member is average across the University but in a very productive department they may not be compensated appropriately in the merit process. A strong case can be made for institutional norms under these times versus departmental norms.
902	1. Clean the buildings. It's bad to work in a dirty environment. 2. Distribute athletic money to academics. Follow Vanderbilt model. Get rid of KUAC. 3. Administrators should be paid a % of funds raised. Their salaries are too high. If they bring in more money, then they could be paid more. 4. Decrease the size of KU. Be more selective.
903	We could start with a new set of administrators.
904	Less meaningless paperwork, assessment of intangibles in teaching, etc.
905	Faculty impact on administrative decisions are minimal. During my career public institutions have shifted from an academic-oriented model to a business model. If I were starting over now, I would have second thoughts about a career in academe.
906	higher pay is a must. You just change our peers and do other tricks to even make it look adequate. We also need democracy in the work place. We need to elect all administrators. Right now they are mostly con men. I have never in 18 years had anyone in my class to evaluate me. Evaluations are a joke. Students are now qualified to do it!
907	A better working environment(class size space, more class room, and more full time faculty to assistance in classes)
908	Improve compensation equity across colleges and departments, as well as within departments. As an example, a productive full professor with 10 years service should not be compensated 50% less than an associate professor within the same department. Disparity across colleges (Ag vs Vet Med) is alarming, in spite of the equivalency of degrees, training, experience, and expectations.
909	*Faculty pay for parking and students park in faculty slots. Students race faculty for parking slots in faculty lots with the understanding that they are very unlikely to get a ticket and if they do get a ticket it is considered a parking fee. The university chief of police is a form of retirement while still getting paid. *I do considerable published research and it matters little. I hope to move to a better university in the next 1-2 years. *The university president is trying to do a good job but he has too many nonperformers in key administrative positions.
910	More regular communication between administrators and faculty; more support for research, especially if research is going to be increasingly weighted in the tenure and promotion and merit process.
911	Present merit system should be evaluated and revised as needs are identified. The present practices put faculty in competition with one another, suppress true interest in student achievement, and provide an opportunity for administrators to "reward" those who support their own goals at the expense of departmental and college innovation and improvement.
912	--Administrators must listen AND act when made aware of situation(s) --Administration and management must possess and demonstrate a healthy, positive, empathetic and supportive attitude toward those they manage.
913	\$ \$ \$ -I am also very disheartened to recently learn that faculty funds awarded for 'extra work' such as mentoring, developing webcourses, projects, etc is subject to a 'sweep' in the current financial crisis. This is the final straw. I consider such an act a 'theft' from 'earned income' of faculty. Sadly, it also punishes those faculty who are innovative, dedicated, & worked hard for a few hundred bucks to help make up for our lousy salaries & deep cuts in travel budgets. We've hit bottom with regard to faculty morale.
914	Salaries should be raised at least to the national average.
915	Appointment to only one university committee, instead of three. A small university does not spread out "opportunities" and many people feel overburdened. Hire the person of color when he/she is equally qualified. Senior administration ought not ignore faculty recommendations for hiring the person of color. Quit penalizing faculty on merit letter for one instance of "lower than average" on student evaluations. Concerns on merit letter evaluations should consist of year-long concerns for which the faculty member had already been counseled, mentored, admonished, whatever. It is a patently unfair practice at this university - a practice that is promoted by senior administration - to list all student evaluation of teaching concerns (big and small) on letters of evaluation, even if the concern does not appear in the next semester. Evaluation of teaching needs to be researched and improved - thru dept. chairs. More development for teaching & assessment needs to be provided for faculty members.
916	travel money for conferences, banding together of faculty over work concerns, administration acknowledgment of faculty work, salary increases to make up for 0% year and get to 100% or over of peers
917	Something needs to be done about raising faculty salaries and improving fringe benefits, especially the health insurance costs. I am not the type of faculty member that would ordinarily have put these contractual issues at the top of my list. However, recent history in these areas has made me increasingly unhappy. In the past three years my family has spent too much time living on a month-to-month basis. I have consistently been ranked in the upper third of my department's merit rankings yet I have received very little increase in take home pay. What little increase I have received has been mostly lost to increased out-of-pocket medical expenses. The state needs to negotiate better medical coverage for its employees. I am certain many of my colleagues are much more disgruntled over this issue than I am. Excellence at the university absolutely depends on the unrewarded efforts of the most dedicated faculty. However, when even these faculty start to see themselves as underpaid and exploited, the state is risking its higher education future. Once, the issue of salaries and fringe benefits is addressed, I think there are many other ways to improve faculty morale. For example, the administration needs to demonstrate through words and actions that it values faculty input. This applies to everything from hiring (for example, new deans) to university policies and procedures. Many faculty have good ideas about how to make the university better. These

	ideas are offered in a sincere and unselfish manner. The administration needs to appreciate and act on these ideas. Finally, the entire university community needs to be more closely connected to the teaching mission of the university. Many support offices on campus function as if they are independent entities rather than service units that provide important support for the teaching mission of the university. I think we need a way to connect faculty and staff so they can improve their working relationships.
918	1. hire more diverse faculty and staff members 2. stop playing the numbers game and accepting students who are not qualified for programs just to have numbers in the programs 3. get rid of dead weight (tenured faculty who sit on their asses and do nothing but harass jr faculty) 4. put someone in charge of the university who knows what he or she is doing 5. create a sense of community that values and respects differences on campus 6. don't just give lip service to improvements - do something about it like give faculty members a 10,000 a year accross the board raise to keep the university on the cutting edge and able to hire and retain qualified faculty
919	Don't micromanage salaries from the Provost's level. Requiring that only the top 25% of faculty receive merit raises is demoralizing. Since I have been at this university I've never seen anything do more harm or damage morale more than this policy.
920	Little things, eg. Faculty relocation office to help faculty (and staff) moving to town to locate jobs, schools, etc.
921	Balanced compensation
922	Our merit process heavily emphasizes scholarship. However, many of us at the Teachers College have extensive duties training practitioners (e.g., supervising field placements) which are not particularly recognized, if at all, in the merit process, in accordance with the amount of time they entail. This places those of us with extensive training duties at a disadvantage relative to those whose teaching duties primarily or exclusively involve only classroom duties, ranking those faculty contributions as superior to those who do equal work. A retooling of the merit process in recognition that different staff have different duties in this regards would be at least a token acknowledgement that the contributions of those who train practitioners are as valuable as those who conduct research. More tangible, but less likely, is for salary increases to keep pace with inflation.
923	make it impossible to give classes having more than some reasonable number of students, say 120.
924	Improve salaries. Take a new approach to class schedules to open time blocks for research and prohibit scheduling meetings then.
925	Make the tenure process clearer! Also improve the quality of the students by not accepting every person willing to pony up our too-paltry tuition; our minimum ACT score is embarrassing!
926	How about a raise, or a budget increase before I leave for another university.
927	A load report of faculty activity is prepared. Faculty and chairs will generally do what is necessary to address needs. However, when load reports are adjusted to 1.0 for virtually all, this distorts the real efforts of those who exert that extra effort to "get the job done," and makes those who don't necessarily contribute the extra effort look as though they are equal contributors. This is demoralizing to those who "do." The media reports of what is available to higher education is deceptive. The pull back of shrinkage from campuses, or the "sweeping" of some funds, or the expectations that faculty and staff will receive a certain percentage salary increase without providing real dollars to realize that is deceptive; it does not communicate to the public reality. This suggests to the public that higher education is doing OK fiscally. These points have been communicated before. Let's hope that the resolve exists to actually address them. Thanks for the opportunity to respond, again
928	Increase salaries to be competetive with the market for my discipline. We need more educators so workload would be more reasonable, but can't hire them.
929	Better performance by VPAAR Kindrick
930	Better performance by VPAAR Kindrick
931	You cannot ask for significant publications in addition to the heavy teaching and service load. We are primarily a teaching institution, and the publication expectations should reflect that!
932	In my particular position (off campus site) my morale could be improved by my immediate supervisors taking more time to understand the challenges of my job and listening and seeking my input and showing concern for my personal sense of satisfaction and professional opportunities.
933	While the remuneration of faculty members is always an issue here in Kansas, I can say that my morale at ESU has over the years been pretty high. I communicate with colleagues on other campuses around the nation, and what I hear has often caused me to be grateful to be at Emporia State.
934	I cannot think of anything at this time; I am very satisfied in my current position.
935	pay raise, more equitable rotation of large classes, more research support in the humanities, redesign teaching evaluations to take into account class size and gender of professor/instructor, NEW FACILITY FOR THE FILM PROGRAM!
936	My coworkers complain about advising and teaching loads, so reducing those might help. They also would like higher salaries. (Wouldn't we all?)
937	-increasing faculty salary to match or at least approach that of peer institutions. (On a related note: given the salary situation, steeply rising Lawrence housing costs have driven faculty who want to buy homes further away from campus and town, compressing faculty-student interaction time and creating less cohesion among faculty. Even new faculty salaries seem to reflect a local cost of living of 15+ years ago.) -giving higher priority to faculty needs (getting rid of windowless buildings, upgrading work environments) in endowment funding projects (rather than new signage, glossy fliers, receptions, etc.)

938	Significantly increase salaries.
939	This is the Saturday afternoon before Easter and four faculty members in our department are working (on different projects) right now. Others are frequently working here at night and on the weekends. I am not convinced our senior administration, let alone the Regents or the public, appreciate the level of commitment and effort of our faculty. I strongly suspect, no one is working today to earn an award, or even for extra merit pay. Most do it out of commitment to our students and our profession. Morale would improve if we were treated more like professionals; allowing us more professional self-direction instead of following the latest in administrative fads. Instead of imposing mandates, try listening and trusting us more. Allow us flexibility. We realize the senior administration and the Regents operate in a political environment. We do not; we are here to educate students, which is more challenging to do when we have to jump through misguided hoops established by those disconnected from what we do. Providing tuition waivers for dependents is a way of showing appreciation. Show real commitment to faculty compensation and let all constituents know we are trying to retain and attract the best faculty. Recognize tenured faculty typically have a long-term commitment to the university and so really fund professional development. Also, find the funding to reverse the trend of hiring temporary and part-time faculty. They make it more challenging for us because we often have to pick up the pieces generated from inconsistency or lack of commitment. In addition, part-time faculty share virtually none of the increasing service load. Education is not a business; it is much more complex. When our leaders understand, they can help us achieve what we are all seeking.
940	Address the inequity of load and expectations among faculty colleagues
941	Do something about the poor health benefits and retirement contributions. Invest more resources in classrooms.
942	There are basically 2 ways to reward faculty who are really excelling at their jobs; time and/or money. Unfortunately, neither is used in the lower tier schools within the state of Kansas higher education system (that I can see). The result is that faculty do not feel that their hard work and dedication is noticed or rewarded. Salary compression is another major issue and it is hard not to feel marginalized if after 10 years of teaching I am making barely \$10,000 more than a new hire with no post-doc experience (which I had 2 years of). That is why I am looking at other positions-- My record is clearly one of success with no rewards. I need to find a state that is willing to reward excellence with some sort of incentives.
943	Improve salaries instead of just saying it is a priority. My colleagues in other units are discouraged. I am just lucky to be in a program where salaries are nationally competitive. Most aren't at KSU.
944	If top administrators could be convinced to adopt more modern attitudes regarding the potential contributions of faculty, the environment would be substantially better.
945	Pay salaries according to the market value of the qualifications.
946	Get the old, non productive administrators and faculty to retire.
947	tailoring expectations to the strengths and talents of the faculty member rather than having cookie-cutter expectations.
948	Improved salaries; classroom facilities that were equipped and conducive to effective teaching (e.g., technology, functional seating for students, functional arrangement for faculty - lighting, acoustics, equipment that works); appreciation (in addition to salary) for dedication and hard work.
949	Some faculty in our program have tenure and do not carry their fair share of the workload. They do not participate in the evaluation process and just take a satisfactory rating. They are not forced to do their part. So the rest of us must make up for them. I feel like I am a high performer in our program and do not get financially compensated for it. Evaluation and compensation should be more like industry where the performers are acknowledged, and the non-performers are fired! Also, the medical benefits are really bad. We pay alot out of pocket for coverage that you have to fight for and keep getting denied. Overall, the job is very good. I am in control of what I do and when, and travel to professional development opportunities when I want to. I have fun working with and teaching the students. I dont have a boss watching every move I make. My boss is very supportive and encouraging. Thanks for the opportunity to share
950	More oppourtunities for the entire university faculty and staff to interact in social events.
951	Up to date facilites for all areas!!!!!! More time for research. A real budget for my area.
952	better salaries and real time to do research.
953	Fund the merit raise process -- I've been at my university 3 years and have yet to see a true merit pay increase; only the 1.5% increase that all state employees received this past year. It is frustrating and demoralizing to complete the paperwork (the merit document) only to find out later there isn't any funding for raises -- from my current perspective, it is an empty and time-wasting process. I took my job at a starting salary that was at least 10% less than competing universities because there were other important factors to consider for me and my family. My thinking was that I could slowly but surely make up the difference (or at least offset it) with hard work and performance but that has not been the case due to lack of raises. New asst. professor hires within our department start at salaries likely at or above mine -- and while I'm aware of salary compression issues, I've never heard of that happening in such a short time frame. The message I get from all of that is that 3 years of work is, essentially, worth very little to the university and the state. Meanwhile, health care costs are on the increase (while the actual services/coverage seem to decrease each year), funding for travel and other necessary professional development activities are on the sharp decrease, and my departmental and university responsibilities are on the increase (and I want to be more involved and valued by both the department and the university, but I would like to be financially acknowledged and rewarded for those contributions and expanded roles).
954	More communications from the top down. In many cases, we never know what is going on except for the opening meeting of the year. There are no department, school or university meetings except once a year.
955	if employee are appreciated, then show it with a pay raise
956	I have indicated that I have an equal interest in teacing and research. However, under the existing teaching load, it is nearly impossible for faculty to be involved in research. More administrative respect and support for those who look for outside

	<p>funding for research is needed. More administrative support for research in the form of assistance with the actual writing and application processes is needed when teaching and service loads are so high.</p>
957	<p>When salary raises are negotiated, they should be awarded promptly in July. We have occasionally had to wait one or two years. Also, tuition assistance for overage dependents would be nice. Furthermore, Health Insurance for overage dependents.</p>
958	<p>Increase salary to a respectful level.</p>
959	<p>More faculty autonomy and more opportunities to create new programs. Better salaries across the board. More internal fellowships and grants to start research projects.</p>
960	<p>Limit or reverse the number of virtual courses taught at this university; try to work it out so that high-level administrators keep people around them who are not toadies and will tell them when they are wrong; reduce the work load on faculty significantly</p>
961	<p>I am not really concerned as I am preparing to leave KU.</p>
962	<p>1. Balance the expectations of 60-20-20 (teaching, research, service) with a 12 contact hour teaching load for a reasonable overall workload. 2. When applying the "merit" evaluation to determine salary increases, it is not unreasonable for faculty to expect that money for salary increases will be there from the state of Kansas. 3. Find some way for the state of Kansas to pay all health care benefit costs (especially increases) if there is to be a "freeze" on salary.</p>
963	<p>Hammond retires</p>
964	<p>We are primarily a teaching university and that should take direct where we (the faculty) spend the majority of our time. Administration really has no concept of the amount of time required to prepare, present and do post-class work. More and more time is spent filling out paperwork, serving on committees, etc. I really don't understand how administrators can do a good job if they themselves have never been teaching faculty or if they have lost touch with their "roots". The faculty are not here to serve the administration--we are all here to serve the university. If we wish to continue to have quality instruction, we must be allowed adequate time. In addition, virtual courses require more time to prepare and keep up with than "normal" classes. Unfortunately, instead of easing our administration burden, proliferation of administration positions has increased demand on faculty to generate data and paperwork in order to justify them all. Finally, I am stunned that the BOR seems to either be unaware or unconcerned that a CEO is also wearing the hat of CFO. Is this not an inherent conflict of interest? Why is this allowed, even in an "emergency"?</p>
965	<p>Give us a raise that is more than 1-3%. Make salaries competitive. I'm expected to do outside research/creative endeavor and professional development. Please give me money and release time to do this. Parking is difficult or non-existent, please give the faculty parking spaces that are reserved. I would like to make photocopies for my classes as many or as much as I need and want. I would like a new computer and printer. Maybe more OOE money for my dept.</p>
966	<p>Put more emphasis on quality of teaching (e.g. peer evaluation of teaching) and less emphasis on raw numbers (e.g. SCH).</p>
967	<p>Do not begin doing TEVALS on-line. Only the students who are unhappy with classes/professors will make the effort to fill them out. Since students will not be required fill out the evaluations (as in a classroom situation) , results will be meaningless.</p>
968	<p>better medical and dental coverage, especially dental! more communication from cent. admin.</p>
969	<p>listen to input from within promote long-term faculty/staff decision-making process</p>
970	<p>There will be increase in faculty morale until salaries are increased. Our salaries are utterly disgraceful. Moreover, faculty morale at FHSU is extremely low because of the high-handed, dictator-type style of the upper level administrators.</p>
971	<p>1) Improve salary to be on par with peer institutions 2) Truly value teaching and quality of research, beyond looking at the amount of money we bring in in terms of grants, etc</p>
972	<p>Show more respect for the opinions and well-being of well qualified faculty and stop hiring poorly or inadequately educated people (by national professional standards) from within the system, often graduates of FHSU. This could be achieved by a substantial increase in salary for well qualified faculty. Medical benefits should be improved Academic standards should be raised and pandering to student wants (rather than educational needs) should stop.</p>
973	<p>We need some assurance that the upper administration values all departments, not just a few "pet" departments with growing numbers (but not necessarily growing academic integrity). Also--what about benefits to include tuition waivers for faculty interested in taking FHSU courses--and free (or sharply discounted) tickets for University sporting and cultural events?</p>
974	<p>Tuition reimbursement for family Revisit faculty teaching load and service/research requirements</p>
975	<p>It seems that allowing those who like to teach to do so and those who prefer research to do so and to reward each for their work with opportunities for promotion doing either or a combination of both that fits the interests of the individual would improve the quality of both research and teaching.</p>
976	<p>President Beggs must get involved with internal academic matters and WSU future, open access to faculty and reward their duties/roles. Considerable opposition to VPAA attitude and lack of his interest in faculty and flag-ship programs is bad for faculty morale. A Dean was fired no questions asked or explanation, why? Deans and faculty are restricted in innovations. Opinions expressed are Dr. Kindrick's is as "bad" as Joyce Scott and a dark era at WSU. Faculty morale can be greatly improved by more democratic ways of administration, transparency, how budget withholdings are used by VPAA, Deans (no secrets as a public institution) down-sizing top-heavy administration and not giving big salary increases to VPs AVPs but faculty, and dialogue with faculty. Faculty members must be urgently improved for WSUs future, to retain faculty who have given their life to WSU, to students and taxpayers who demand the best from WSU.</p>

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