

Office of Institutional Research
October 2010

From the Spring 2010 Quality of Work Life Survey, open-ended comments recorded from the item: ***What improvements could your institution make that would add to your quality of work life? [Please be as specific as possible!!!]***

Improve on Relations with Pierpont.

Hire enough people to support the growth in students and activities.

Not have decisions made on what Banner hypothetically can and can't do. Particularly when it does these things at other institutions. Quit trying to be all things to all people. Get a mission and stick with it even if there is money to be made elsewhere.

Some administrative departments should realize that the faculty is important to this institution and that its opinions and needs matter. Without the faculty there would be no FSU.

An old-fashioned newsletter--a one-page flyer published the first of each month announcing all new positions, promotions, etc. Too many jobs are re-assigned, re-titled, etc., and the fact that there are never any announcements of such new titles and responsibilities makes me--and many others--suspect as to the logic behind such maneuvers. Although the administrations are certainly entitled to promote and grant titles as they see fit at the "non-classified" and "administrative" levels, the fact that they do so furtively and often is a bit disconcerting. The more technological the means of communication have become, the more tangled the lines of communication have become--so much so that many lines of communication aren't just twisted, but are down entirely. If a newsletter is too clunky, then at least a campus-wide announcement via email announcing the title and duties of a position that no longer exists along with the title and duties of the new position assigned. Likewise, there is no apparent reasoning behind which positions get support staff and which doesn't; in Pierpont, there is an entire School that exists with only one support staff for the entire School; all but one full-time employees of that School are women. I don't believe that's a coincidence. Also, too much at both institutions seems to reflect who your boss is rather than what work you do. Some, for example, really benefitted from the exits of a few key administrators in recent years. It always seems that those who work with the "things," especially the money here, are always rewarded disproportionately to those who work directly with students. I'm always amazed at what jobs "must" be advertised and what new jobs are created out of thin air. Entire positions can be eradicated and new ones created without any campus notification at all. My question is this: if the work of the position is so important that the job HAD to be created, then how is it that no one on campus needed to be notified that that new position existed? Finally, faculty's influence over the academic life of the college has been chipped away at now for several years, beginning with the mandated "Professional Dev. Week" at the beginning of both semesters in which faculty are expected to return to work a full week before classes start, which essentially has taken away two weeks of vacation per year. For generations, faculty were permitted to return on their own time to complete their own pre-semester duties before classes started. Making faculty return to campus just because they're "on payroll," equates them to public school faculty who must show up for "in service" days. With no pay raises in sight for the next few years, the

administrations really should acknowledge that returning those days to faculty could go really far in generating some good will.

Better internal support for research, for both faculty and student. Administrative support for sabbaticals! I almost hate to say it, but we need more assistant deans in the school of Science and Technology. Fire faculty who are not productive, don't participate, and generally make life miserable for those around them!

Supervisor meetings should be limited to a certain percentage of his/her work day to increase availability to their employees, or post times on their door when he/she will be available. However, at least one meeting each (or every other) week should be required for supervisors to have with their staff to allow time to address issues. It would be helpful to have vending machines with healthier choices in the buildings. 30 minutes is not enough time to go to the Falcon Center, stand in long lines, eat, and return to your work building. Cold vending machines with options like sandwiches, soups, salads and healthier drinks like milk and juice would be really nice for days when someone forgets to bring a lunch. Current vending options are extremely unhealthy, especially for diabetics. A return to a 4-day work week in the Summer would be so nice. The year we quit this was the year many other institutions were beginning a 4-day work week to conserve utilities and money. With high gasoline prices and increased consumption of non-renewable energy sources, I was surprised and disappointed that we quit this practice. Also, the extra day spent with family or on recreational activities increased morale and productivity for the longer hours on the other four days. In addition, many employees utilized the Friday off for personal endeavors, such as medical/dental appointments, going to the tax office, post office, etc...and fewer days off were requested. So, there seem to be many benefits to a 4-day work week, both for the employee and for the institution.

More handicapped parking spaces close to the building I work in.

Encourage shorter meetings, with specific agendas, goals and a purpose. Institute one day a week as meeting-free days to ensure that we all have some time to actually get work done. I'd love to see the school give the option of working 4 days in the summer again to everyone. That's a great perk, especially since most people won't see a raise this year.

Already started with the hiring of [[redacted name]]. There is a negative current running throughout this institution. A lot of disgruntled people. Silo-ing keeps everyone apart. I think we need to work at developing of a positive community with a shared goal and it has to start from the top. [[The President]] might want to consider outreaching with faculty and staff by attending an office or faculty meetings to get a sense of the institution from the people outside his circle.

There is an extreme need for SUPERVISOR evaluations by those that they supervise. This MUST happen for the institution to move forward and grow. Current system in place allows supervisor to 'get by' with satisfying their supervisor, but does not give the individuals a realistic impression of the job they are doing, and the severe institution resource draining decisions that they individual makes, and continues to make, without reprimand. An institution is only as strong as the leaders that it can attract and retain, that's the problem here. Lack of true talent at the middle management level. In frank terms, my supervisor is a liar that goes unchecked. The individual is a thief of intellectual property, by never giving due credit to the individual who was the source of ideas, solutions, etc. Anonymous Employee evaluations of supervisors must happen to move forward.

Supervisors to be honest with employees - Better Communication between admin and co-workers -

Provide avenues of promotion. Keeping the job interesting. Changing job duties NOT add to them. Provide acknowledgement when a job is well done or things are done out of expectation.

<p>Develop institutional mission as well as joint mission between both schools, Work with other administrative members (with input from staff) to develop goals, mission, etc and not just inform after goals, etc. are set and then expect "compliance." Everyone should be treated fairly. Some are elevated to increase salary but not because they necessarily earned it. I like this university and community college but there is not a sense of togetherness and unity. We should not have to pay to use the track at the Falcon Center.</p>
<p>Some sort of oversight for the Campus Bookstore that would bring their dealings with faculty and students under closer scrutiny.</p>
<p>Flexible work hours that make sense for each department - e.g. four day work week, later day schedule etc. Administration appears to frequently make decisions that affect department's work without ever seeking or considering input of those who know the work best as they perform it daily! This is very frustrating and detrimental to morale.</p>
<p>It would help tremendously if managers would go beyond agreeing there are problems and do something to solve these problems.</p>
<p>Better pay scale - Upper management realize the take home pay of the working class when they ask (beg) for donations to be used for outside organizations, etc. look around and see people on campus need help also - employees on campus trying to raise a family on 24000.00 - less parking fees - medical payment- taxes... what are they buying groceries with? Better health benefits - flex hours - reinstate the sick days for medical benefits upon retirement - someone in human resources that will listen to problems on campus and DO something about them, i.e. Personnel problems where people either quit, change job or retire to get away from "bullying" that goes on inside the departments.</p>
<p>Blackboard is terrible. The requirement that all use it, just ties it up. I guess the biggest stress in my job is using blackboard, and I use it extensively.</p>
<p>Better pay and consideration for all the work that adjunct instructors do. This institution could not function without us and we are often treated as if we are worthless. As a society we put give our money to what we value, clearly we (FSU) does not value the adjuncts.</p>
<p>I believe parking and Falcon Center costs should be placed on a sliding scale based on pay. I also think the institution should help cover educational costs of employees, no matter where the person attends. Individual employees who are pursue and achieve advanced digress make the institution stronger.</p>
<p>I have no suggestions at this time.</p>
<p>Over the last few years, many changes have been made to my department and the university as a whole. I am constantly questioning if my job will remain. The small town politics in this community and in this state hamper our success and this fact saddens me. I hope to one day be able to say I am truly proud of what happens "on the hill."</p>
<p>make training attendance mandatory</p>

Improve the heating/cooling/air quality in HHH Monitor the performance of our Dean Discriminate between hard-working and lazy faculty better salary increases from time to time

HAVING OFFICE SPACE THAT WAS PAINTED, DECORATED, WINDOWED, ROOMY, CLEAN AND DUSTED WOULD GO ALONG WAY TO MAKING OUR WORK ENVIRONMENT PLEASANT. WHAT MOST OF US HAVE IS CROWDED AND UGLY [UNDECORATED WITH PLEASANT PAINT COLORS] WITH INADEQUATE DESK SPACE, SHELVES ETC. AND DUSTY MAKING ALL OUR ALLERGIES ACT UP. IT'S UNNERVING TO HAVE TO WORK IN CLUTTER AND JUNK STEPPING OVER AND AROUND OBSTICALS ON A DAILY BASES. MY BASEMENT LOOKS BETTER THAN THIS UGLY PLACE. FAIRMONT, ITSELF, IS AN ARMPIT AND MOST AREAS AROUND IT MATCH, AS DOES MOST OF THE COLLEGE UNTIL PRES. BRADLEY DID TRY TO FIX THE PLACE UP BUT OF COURSE, HE WAS RUN OUT OF HERE. NASTY, OLD BIDDIE, HUNCHED OVER SUPERVISORS WHO PRACTICALLY NEED A WALKER TO COME TO WORK SHOULD BE MADE TO RETIRE. I LOVE AND REPECT THE ELDERLY, GETTING CLOSE TO THAT POSITION MYSELF, BUT FEABLE - LOOKING ELDERLY PEOPLE LOOK RIDICULOUS IN THE WORKPLACE. UNMARRIED, LIVE-ALONE PEOPLE ARE USUALLY THE ODDEST PEOPLE, BECAUSE NO ONE IS IN THEIR LIVES TO TELL THEM TO "KNOCK IT OFF." THEREFORE, THESE SUPERVISORS ARE ODD, UNMOVEABLE, AND HAVE NO SOCIAL SKILLS TO DEAL WITH EMPLOYEES. HIRE EMPLOYEES WHO HAVE FAMILIES AND PEOPLE AROUND THEM WHO LOVE AND CARE ABOUT THEM, SO THEY DON'T COME TO WORK OBSESSIVE, TYRANICAL AND HAVING A MYRIAD OF PERSONALITY DISORDERS THAT THE REST OF US HAVE TO DEAL WITH.

To make sure supervisors treat their employees fair and equitably. Some employees are favored here and get away with anything, while others are harassed and mistreated.

Institutional understanding of its importance as members within the NCAA... administrative compliance outside of the athletic department and its needs.

More specific job expectations. More defined job tasks. Zero tolerance for nasty, rude attitudes. A sense of solidarity among department members. Administration backing decisions made by department heads. The availability of a full-time position. Less opinions of one's personal life by direct supervisors and more work related feedback.

Upper administrators need to be open and up front about motives and reasons behind decisions that do not affect them but those involved. Last time I checked this was a public institution still funded in some manner by tax dollars of those working here. Hearing "it's none of your damn business" is inappropriate when the decision being made directly affects that department. The lack of concern for how employees are treated is amazing to witness. Politics and favoritism do not have a place in the workplace. It has been an unfortunate turn of events during my 3-5 years at this institution. My position and work environment has changed 3 times during that time period most without notice or concern for those directly involved. I find myself sadden at the thought of leaving a department and supervisor(s) who truly care about me and my work but more than ready to go because of those who get to make the decisions. I am counting down the days until I can move on with my career and my life. To be "student centered" and service centered you have to first be employee centered. Your front line employees are who take care of your "customers" they recruit, serve and see on a daily basis those students and yet most are treated with little or no respect. They are moved, re-trained and rearranged because someone else thinks it is a good idea. It is do as you are told and don't ask questions.

AT least receive a cost of living raise every year!!

Increase number of office staff with the amount of work that has been pushed on us from the business office and administration.
More open communication with general campus information.
Hire a part time photographer.
Lower prices of food on campus. Change policies regarding sick leave for new hires that have no leave accumulated. Change pay rates according to years experience and certifications, licenses, etc. and not only by degrees.
My suggestion would be to keep the administrative process as open and collaborative as it is feasible to do so. There needs to be more clarity in the faculty evaluation process. But all in all, I think this is a very good place to work.
Enough with all the clerical work for faculty. Way too much computer entry work, much of which often doesn't work or shuts down in the middle. It would be good to hire secretaries to do all this data entry. My work hours here simply never end.
Expand personal, educational, and professional development opportunities for employees. Value the experience and skills of long-term employees who have a history of dedication, efficiency, and productivity. Encourage and support opportunities for those valued employees to be advanced/promoted within the institution in order to retain dedicated, high-quality people.
A 4 Day work in summer.
There is a very strong disconnect between the director of [[campus name redacted]] and the work culture and connection to the main campus. [[They]] are vindictive, talk a "good game" but is retaliatory and uncaring of the needs of the adjuncts. [[Their]] personal goal of "counseling" outweighs the primary focus of the director. Never have I encountered such a dictatorial, insensitive individual. [[They]] have systematically sought to isolate and diminish any sense of combined mission or partnership with the main institution. Contrast that with main campus. The support for adjuncts is dependent upon the department; thus inconsistent. My dean is excellent and a great support. But main campus as a whole does not provide support for adjuncts. For example, our computers at home may not use Vista or Windows 7. We can't afford to go and buy new computers every time FSU upgrades. We can't access the copy center through our FSU accounts; Blackboard freezes continually so that we can't use the online system with any reliability. There isn't enough computer support. Someone is rarely there to answer questions and rarely do you get a return call. I don't mean to sound like a complainer. I love this institution and have served on committees and planning for a number of years as a volunteer adjunct to the process. I think it is a wonderful entity. But, you have a problem at [[campus name redacted]] and the work environment is no longer happy and focused on the mission. Now everyone is afraid to say or do anything because the Director gets rid of whomever [[they]] don't like or [[they]] feel threatened by. Most disappointing for someone who was a big supporter of [[theirs]].
Improve communication! In the last three years, I have not received an e-mail or communication announcing a single change in an employee's status. I do not know who is in charge of what. People are promoted, they leave, they change job titles and there is absolutely no communication involved with these changes. How are we supposed to know where to direct students when we do not have a clue as to who is doing what job? An additional concern is the budget and where money is spent is a complete secret. We are told to cut expenditures, but we have no idea where the money is spent. When I ask to see it, I am denied. Makes me think there is something to hide. Lastly, the amount of control imposed by the dean and coordinators is absurd. We as faculty have no input into the schedule and the classes we teach. We are "assigned" a schedule. I completely understand the need to

have certain classes offered at certain times, but some faculty are treated more favorably than others. The assignment of classes is used as a penalty and reward system. The level of unprofessionalism is hard to take on a daily basis.

Ensure that students receive the most efficient and effective service by giving authority to a wider range of employees so that students are able to be helped and not passed on to another office where only a person or two has the ability to assist.

We need to develop a stronger and faster method of communication--especially between and among academic units. Internet only goes so far.

Flexible work schedule: I believe this is available to employees but is not promoted by the institution. We need child care, in addition to the preschool. The recreational facilities are too expensive for families, as well as the community. Cost prevents this campus from being more community friendly.

We need to work together as a team. We need more communication - things change and no one knows about it - people get promoted and no one knows about it. Everyone needs to know what is going on in order to feel part of the organization. Supervisors are more interested in their own gain than the gain of the college. Power is their answer, power over people beneath them. Supervisors need to be interested in the work that people they are over are doing. Praise needs to be given to the workers. Too much talking about everyone. Back biting goes on really bad. Workers are looked at as to what they wear or how thin they are, not at the job they are doing, the ideas they have, etc. Supervisors need to be taught people skills. They should be mandated to attend trainings on this.

Hire additional support staff - particularly electricians

we need to receive raises to keep up with the cost of living increases and national averages that just came out, copied below for reference: Master's institutions Professor \$91,508 1.1% \$89,648 1.2% \$99,963 1.0% \$89,365 0.5% Associate professor \$71,857 1.0% \$71,075 1.0% \$75,538 1.3% \$69,984 0.8% Assistant professor \$60,381 1.2% \$59,959 0.8% \$63,003 2.3% \$58,710 1.8% Instructor \$48,572 1.8% \$48,342 1.7% \$50,848 2.1% \$47,409 1.3% Lecturer \$50,408 — \$49,796 — \$55,272 — \$50,610 — No rank \$54,400 — \$52,041 — \$63,644 — \$53,945 — All \$70,807 1.5% \$69,555 1.4% \$76,454 1.7% \$69,411 1.3%

Get rid of the IDEA form for evaluation and never use IDEA in promotion and tenure decisions. Better access to the facilities at the Falcon Center

The only problem I would say I have is budget restraints. Some things need ordered that we don't have money for. Also, salary increases need to be reinstated.

reduced bureaucracy more support for scholarship (sabbaticals, course releases, travel funding) more support for discipline specific, content rich training as opposed to content-less, generic information about good teaching a reduced obsession with technology more scholarship aid for students, which will attract better students, which will make teaching more pleasant paying full-time faculty as full-time faculty rather than as adjuncts for course overloads and summer school teaching. How you get any full-time faculty to teach summer school for an adjunct salary is beyond me. Reasonable class sizes, especially for courses which demand lots of writing If you require faculty to attend and present at academic conferences to achieve promotion and tenure have the common decency to pay for them to do so.

Listen to complaints and concerns!
Ask for input and truly listen don't just ask so you can tell others you talked to the staff about it. Talk to staff daily when you pass them in the workplace. HIRE THE BEST QUALIFIED for a position not someone you made look good on paper for the hire. One person should not supervise 15 folks with such a diversified working environment. If everyone is the same pay grade and one group is behind then everyone should be crossed trained to help the other groups. The success of FSU and PC&TC depends on all groups working together not divided.
Improve parking somehow! Back off on students parking near the building after 5 for required rehearsals/classes. Less expensive fitness opportunities. Most importantly, I believe we need new buildings for art/music/theatre programs. The stage and auditorium are extremely old, the seats are tattered, and there is almost no backstage area. The dressing and make-up areas are inefficient and way too small. The technical areas for design and building are suffering greatly within the inefficiency of the building architecture and size. We have a dearth of storage space as well.
I have no real suggestions at this time, other than to advise that the students must come first.
Establish a plan and follow it or don't change horses in the middle of the stream
More communication among administration and faculty; more decisions made by the people affected by the decisions rather than imposed; more transparency about the budget
Much better communications on this campus at all levels. I think we need to remember "why we are here"; for the students !!!!!
Please help me and my friends feel welcome at FSU. Only athletics has shown any interest in my attending their activities. For employees, there should be no fee for the rec-center or fine arts activities since this makes me feel unwelcome. I want to be part of a family not feel like a tramp.
Those in administration do take concerns seriously, but I feel that they either respond rapidly with inadequate information or act too slowly leading to nothing being resolved.
Announcements should be made in advance. I often find there is little notice for upcoming meetings and events at FSU. This is a source of stress as there are things I would like to attend but cannot due to late notice.
I would like to see our individual offices be kept cleaner. I think we are very lacking in this endeavor.
Faculty and staff should not have to pay to park. We shouldn't be penalized because we are driving to work - it is required for our jobs.

Re-negotiate the food vendors in the Falcon Center, the Nickel and Mexican/Hotdog place are not work the cost.
Staff does not feel that Human Resources is here for us. We feel like we have to battle them to get anywhere instead of them supporting us.
New building, doubling the work space, and private male secretary. Increase pay double for half the work load .unlimited budget for new equipment. new hot young male faculty
Salary scale to compete with the nation.
If those in Administrative and Supervisory positions would talk to those under them and not at them. If we could reason together and work together for the greater good. If we would all work as a unit and not as separate parts. The arm doesn't say to the hand that I don't need you. If we would really work for our students and not for our own personal gain. If Fairmont State would work like a family instead of just a business. If we would realize that one is not successful without the other.
Hire a departmental chair. Address factions in faculty.
Better checks and balance systems. Some people in residence life are abusing their power and the wrong people are getting promotions because of kissing up instead of doing a good job to get promoted
ALOT OF OFFICES ON THIS CAMPUS ARE SO DRAB. COULD SOMEONE BE HIRED TO GIVE THE PLACE SOME AMBIENCE? PAINT COLORS, BETTER DESKS AND OFFICE EQUIPMENT FOR PEOPLE WHO ARE CROWDED. MORE PRIVACY. IT'S HARD TO TAKE DR. CALLS ETC. EVALUATIONS OF SUPERVISORS BY SUBORDINATES SO THAT ADMIN COULD OBSERVE HOW THOSE SUPERVISORS ARE PERCEIVED BY EMPLOYEES. SOME SUPERVISORS HAVE BEEN HERE FOR YEARS, AND THE SCUTTLEBUT IS THAT THEY'VE BEEN TROUBLE FOR MANY EMPLOYEES DOWN THROUGH THE YEARS; AND FSU LOOSING ALOT OF GOOD PEOPLE. THOSE QUESTIONABLE SUPERVISORS SHOULD BE MADE TO GIVE AN ACCOUNT OF THEIR MANAGEMENT SKILLS, JUST AS WE ARE MADE TO ACCOUNT FOR OUR WORK.
To properly let employees know when changes are occurring in their job so they don't have to find out by others.
Uniform computer system and offices.
More communication from the President. We, the faculty, have NO idea what is going on.
Not to have to worry about where they are moving us next would be a real stress reliever. I would like to be informed of changes to buildings that I work in and not have to find out because someone walks into the middle of my class to look at the space.
I really think that the work load expectation is much higher for the faculty in the school of nursing when compared to other schools,

<p>considering the numbers of students that we have.</p>
<p>Continue to upgrade my online teaching skills, work space, funding for curricular needs.</p>
<p>a building that is mold free, a window in my classroom and office, an overall feeling of importance and level of respect for my field of study and students in this field</p>
<p>I believe there is a problem with how we treat incoming freshman. FSU claims to have support programs and care about the well being of students but does not provide enough counseling services for at risk students. There needs to be a full time position charged with finding and writing grants to support new and old programs. Because of the limited space in the Feaster Center, there needs to be an alternative space for Physical Education and Recreation classes. Add a second gymnasium to the Feaster Center, or open up Colebank or the Falcon Center at no additional cost to the students. Save money by adjusting the thermostats by 3 to 5 degrees campus wide, as well as develop incentive programs for students to save energy costs in the dorms. reward system? maybe discount cards to the book store for the dorm who uses the least amount of energy.</p>
<p>The amount of work completed by the members of this department is equivalent to what would normally be expected of twice the number of faculty members. We need to be able to post for a new position. Assessment and data keeping is taking a lot of time that I would rather be spending on my classes -- although I realize that assessment is an important part of the higher education program.</p>
<p>Better pay after 15 years of service. More supervisor appreciation for work performed via promotions/raises.</p>
<p>I believe Pierpont has gone above and beyond in giving full time faculty an excellent working environment with a strong support system. My Dad was a very knowledgeable and successful businessman who was a master of employee relations. I asked how he managed to keep so many people loyal for so many years. His advice was, "You have to respect everyone and provide a working atmosphere which allows them to thrive. Give clear goals - direction and have 100% of your people free to do what they do best 100% of the time." Then he winked and said, "Then stay out of their way and let them work! There will be mistakes, but the good people will learn and grow from them!" Thanks, Dad... I am most fortunate to have found an institution which has the same philosophy. Pierpont has allowed me that freedom, and for that I (and my successful students) are most grateful.</p>
<p>Additional Staffing</p>
<p>Ability to have flexible hours due to the nature of the job, not everyone should work 8am - 4pm if hours are typically longer into the evening and presence is needed.</p>
<p>Improve communication methods! I honestly have no idea what is happening on campus, and some very big decisions and changes are being made with no public communication at all. It would also help if upper administration would require some accountability from deans in a way that is transparent to faculty.</p>
<p>I would like this institution to make sure that all technical equipment in the rooms I am using is working and ready to go at the beginning of the semester. Also I would like more communication from the department chairperson. Email is an acceptable form of communication. Ideas are raised and never carried out. Information is not communicated in a timely manner. I must have a</p>

syllabus for my classes therefore a department should have an operational plan. I do not like to remind them to send me the information that I need from them, or to receive an email with "sorry this is late", etc. This semester they changed textbooks and did not have one ready for me at the beginning of the semester. I found out the change when the students brought their textbook into class. This is a good place to work and good people to work with, I just wonder about some of the people in charge of the departments.

Improvements on parking for student staff members near the falcon center would be EXTREMELY beneficial, especially in the evenings and on the weekends. Employees do not feel safe walking to their vehicles in the parking garage alone after the building closes. Improvements on the way that staff members in the falcon center are treated by the [[position redacted]] would be beneficial. [[Their]] rude attitude towards the employees and even customers at times, is inappropriate.

Administrators play politics and seem to be out of touch with the individuals actually making significant impact with students in the program.

Flexibility of work schedule (for instance, allowing employees the choice to work a modified schedule in the summer--Monday through Thursday--would be helpful.) Encouraging and making professional development opportunities more available.

The ability to hold staff meetings during office hours would greatly increase communication within our office and increase our quality of work life. Also, there are severe management problems within our department that should be addressed.

I would like to see more respect for one another and less suck up and favoritism to get ahead. More meaningful communications and consideration for a job well done would be nice as well.

As a business adjunct, I'm paid less than half what a similarly situated adjunct at WVU earns. Put another way, my "full time" adjunct pay puts me very close to the 2009 Federal Poverty Line (<http://aspe.hhs.gov/poverty/09poverty.shtml>). I have a terminal degree and REALLY want to stay at FSU, but the demands of simple things such as groceries and gas may prevent me from doing what I love.

Consideration of the time commitment necessary to perform assigned duties

Adjunct faculty and 1039 employees should be treated with respect. Presently, they are treated as second class citizens. It is a form of discrimination. Frankly, it is appalling.

LISTEN when I share concerns about performing my job in the classroom.

Copy services available for week end faculty on the week end!!

The salaries need to be increased!!! Also, the workload is almost unmanageable!!! We need more faculty members.

Get rid of some of the VP's

Articulate a widely shared and clear mission, develop a limited set of very focused goals, allocate resources to achieve them, reward the contributions people make to achieving them. We don't have a clear mission and so we try to "do it all" and then either don't do anything very well or take advantage of a few people to get things done. We don't have the human or financial resources to be all things to all constituents, but we don't make choices. We have a group of faculty who make heroic contributions of time, effort and intellect and then we have a large group who just coast, making minimal contributions - the faculty review process makes no distinction between these groups. We also aren't systematically building the capacity of the next generation of leaders, which is incredibly important on a campus where it is increasingly difficult to fill key administrative positions with highly qualified persons. Finally, while this isn't something the institution can do much about, there is the issue of very poor compensation. The system continues to require more time and effort, the cost of living keeps going up, and salaries and benefits are stagnant or are being reduced. Those faculty who are not place-bound are looking elsewhere, not because this is a terrible place to be, but in some cases because they can't afford to stay much longer.

With the water & electric increase & no raises, I am just getting by. I know other people here make less than I and I don't know how they do it, because I limit myself to a strict budget and just make it month to month. I'd love to be able to work out at the gym and relief some stress but I can't afford the cost of it along with everything else that comes out of my pay, & TIAA Cref keeps pressuring me to put more into my retirement but I just don't have it. Stressful, but I'm still making it, just would be nice to have a break once & a while, & be able to do something nice for yourself.

Office space and working space are still issues that could be improved upon. There is not a lot of rhyme or reason to where things are located and the space allotted to them.

Student Services needs to be overhauled.

Better communication from the administration.

This institution could send fewer surveys.

LARGER, BETTER DESKS AND ARRANGEMENTS TO MAKE WORKING EASIER. MY AREA IS TOO CROWDED, TOO MESSY, AND TOO UGLY. THERE'S LITTLE I CAN DO MYSELF TO FIX THESE ISSUES. A THIRD PERSON, HIS SUPPLIES, DESK AND JUNK WAS FORCED INTO MY AND A CO WORKER'S AREA BECAUSE THEY COULDN'T GET ALONG WITH THE FIRST EMPLOYEE. WE DON'T LIKE THIS EMPLOYEE EITHER BUT CAN'T SAY OR DO ANYTHING ABOUT IT. IT WOULD BE NICE TO HAVE DILBERT WALLS OR SOMETHING FOR PRIVACY. DESKS WITH SHELVING UNITS FOR ADDED SPACE ETC. THIS AREA IS SO CROWDED IT CAN'T BE CLEANED. I SNEEZE AND BLOW MY NOSE HALF THE DAY. WHEN I'M ON VACATION OR AWAY FROM HERE FOR ANY LENGTH OF TIME, MY SINUSES ARE FINE. AS SOON AS I'M BACK IN THIS ROOM I'M SNEEZY AND CONGESTED ALL OVER AGAIN. MY IMMEDIATE SUPERVISOR IS GREAT AND WE ALL LIKE HIM. HIS BOSS OVER ALL OF US IS [[redacted description]]. YOU NEVER KNOW WHEN [[THEY]]'LL SNAP AT YOU, GLARE AT YOU, SNEAK UP BEHIND YOU, OR SAY OFF THE WALL COMMENTS LIKE, "YOU EAT CONSTANTLY" OR "WHAT ARE YOU EATING, THAT STINKS!" OR "IF I ATE LIKE YOU, I'D BE BIG AS A DOOR". MIND YOU, [[THEY]] ARE BIG AS A DOOR AND THE PERSON [[THEY]] SAID THAT TO IS A LADIES SIZE 10. [[THEY]] SHOW MAJOR FAVORITISM TO OTHER PARTS OF OUR ORGANIZATION ALLOWING THEM TO STAND AROUND TALKING ALL DAY ABOUT NOTHING, WHEN WE ARE MADE TO GIVE AN ACCT. OF EVERY TIME WE GO TO THE BATHROOM, GET A CUP OF COFFEE, OR STOP TO TALK TO CO WORKERS.

Computer labs which accommodate more than 20 students. Frequent and varied software training opportunities.
Diversity & Creativity of teaching formats. Reliance on less technology in the class room.
Remove the [[position redacted]].
Mandatory training; use performance evaluations as a tool to send staff to trainings that would address their areas of need; more space for Pierpont CTC; create a new strategic plan with the new Pierpont president; create a supervisor school and a leadership academy to increase productivity and assist with succession planning; create a "stand-by" system that would allow staff to enroll in educational classes for free when there are empty seats; flexible work schedules: 4 day work week, work from home options; new employee orientation program, administrative assistant training program; invest in marketing Pierpont CTC, the community doesn't know who we are, what we do, or where we are located.
The temperature in Hardway Hall is a source of discomfort for many. It is both too hot in some areas and too cold in others. It is difficult or near impossible to change the minds of some who have no respect for certain aspects of my job responsibilities and how our views differ. It is difficult to take pride and an interest in an area of which I am responsible when I feel like I'm fighting a losing battle.
More concern for faculty insight, especially in making FSU a student centered university. Create some admission standards. see faculty as valuable as administrators when it comes to compensation. That doesn't mean pay as much, but pay proportionally. faculty with a family shouldn't be eligible for public assistance, the pay is disgraceful, as is the disparity between the "supervisors" and the "workers"
Too many to address at this time.
Clearer budget process, where departments have discussions with the VP for Finance, where all budget requests are welcomed and considered, instead of just being told what the rules are about money with no input from the rest of us.
More communication between the different academic units as well as within academic units.
Adequate, safe facilities for the work that we do. More equity in budgeting for departments with high student enrollment but low priority status.
Understand the amount of extra hours I put in on and off property for the students, compensate me for it by pay and give credit for the time spent. Example: coaching competition teams and extra time spent helping students during time that is supposed to be spent on my own work and preparation.
Availability of child care would be great for many on campus!

BETTER COMMUNICATION!
More flex options, such as a four day work week...some of the questions appeared a bit slanted...
Stop the system of favoritism for getting ahead and raises. It seems to be everywhere in the state system. True merit if it were used equally and fairly for a job well done would be best for productivity and good relations between workers and management
Provide health benefits and some type of retirement plant for adjunct faculty
For my field of employment, one of the major concerns has been a lack of funding. This seems to apply to others as well (tutoring, the bookstore, etc.). I would be very appreciative if the school could somehow allocate supplemental funds so some of these students don't lose their jobs, and so that professors have a greater leeway in the choices they make.
Free parking to adjunct
Trying to pretend that there are two institutions here when in reality there is one has created many problems. One of the current, prevalent problems is the "this is mine, this is yours" attitude that prevails in all we do. It really affects the workplace in a negative way.
Recent appointments at the [[institution]] in leadership positions, excluding [[president]], have been given to appointees who lack basic qualifications for the jobs they have been given. Most of them would not get a similar appointment at a comparable [[institution]]. Consequently, the university is poorly managed. The [[senior academic positions]] lack basic credentials to command respect and to be able to provide credible leadership in an academic setting.
Please let adjunct faculty know about changes in textbook or coursework well in advance of beginning of semester!
I think the library needs more people if they want to stay open until 2am. Working the same midnight shift for over a year has really affected me. It has weakened my health, it has affected my relationships with my partner and family, and it has affected my ability to further my education. I don't even have the time available to obtain a part-time job, so I'm also struggling financially. That's why I've decided to resign and move to Florida.
Pay would be the most important improvement. I don't mind working hard but it would be nice to be compensated for the amount and quality of work that I do here. The evaluations that we have to complete every year are just for appearances and I really don't see the reason for them. You can have the best evaluation and will still not be rewarded-the overall impression of this campus is "do as little as possible" or "it's not in my job description" how is that fair to those of us who actually work!!
I think our College needs to use the media more for recruiting.
Take away the student advising from the faculty, so they will have more time to read about the subject they teach and have some

time to write some publishable papers. Currently faculty cannot do much, because they do not have enough time.

Classified staff pay scale is EXTREMELY outdated. Do you think that faculty or administration would stand for it if their pay scale was this outdated? When supervisor asks to give a raise to me they are told no due to the classified staff rules and regulations. Therefore, others (non-classified) are able to advance and receive raises while I am denied them. I am tired of hearing that it is a problem with the state. I don't see anyone fighting to help us get better pay. Low morale is common due to staff getting paid the same no matter how well they perform their duties. There is no reward or motivation to perform here. There is no correction of staff that do little or nothing all day either. I do not feel valued at all but I do not allow my low morale to affect the students that I need to assist. I believe that we are here to serve the students. Perhaps, the new President, Dr. Krepel can change some things here at FS. That is what I am hoping for.

Wallman Hall needs careful, thoughtful, extensive upgrading. Many of us suffer from allergies here, and the temperature control is practically non-existent. We freeze in the summer and burn up in the winter. Technology is lacking in some rooms, so if we're teaching prospective teachers, we have nothing that approximates the situation they will have in the public schools. Studios have insufficient light, the theatre is cramped. If we had a concert-grade grand piano, we'd have no place to store it and keep it safe. The theatre--and the entire building, for that matter, is VERY difficult to access for people with disabilities. No matter which entrance one takes a good bit of walking or steps are involved. I don't want to sound like a totally ungrateful wretch, however, so I will say that I'm glad to have the symposium in room 236. Unfortunately, it is hooked up in such a way that I can't do some of the things I need to do in my class with it--such as show a listening guide at the same time I'm playing a piece of music. Also, the sound system has a buzz, and the computer doesn't play some perfectly good CDs loud enough over that sound system so that students can hear the music. We have no place on campus to invite the public to for symphony concerts--Colebank's gym is a sad venue for a symphony orchestra. The campus has, as far as I know, only two pieces of sculpture, both of which I happen to like very much. I believe the campus would benefit from more public art. I guess if you count the fountain, which is also nice, that's a third piece of public art, now that I think of it. Don't get me wrong. I enjoy my work here. I have students here that are as good as students I've had anywhere. I also have students that are worse than any I've encountered. I've NEVER encountered the number of complete no-shows in classes to the extent that I've found them here. I'm talking about the people who sign up for classes, never attend, and never drop the class, either. I do think that enforcing the registration period, such that students are not allowed to enter classes as much as two weeks after classes start, might tend to help the problem of "no-shows." All that said, the campus is beautiful, for the most part. I like the fact that we give students an opportunity to learn and improve the likelihood of a better life. My colleagues and my dean are good to work with. So things could be worse. But you did ask what improvements the institution could make...

Wallman Hall needs serious renovation (or to be demolished) and we all (the entire community) need a new Fine Arts center with decent performing space. There is mold growing in Wallman that affects the health of many employees. No windows in any of the offices and classrooms does not help morale either.

A full-time job with benefits would be ideal.

Increase meaningful professional and personal development activities for faculty and staff.

Hire a strong VP of Enrollment Services and get rid of [[senior administrative positions]].

Offer me a full-time position, rather than being content with me working almost full-time hours, advising students informally, and fulfilling many job expectations of a full-time faculty member, with no full-time benefits or job security.

I feel I don't get paid for the job I do, it is a very important job with a lot of responsibilities

COMMUNICATION!!!!!! We currently have nearly none. There are no staff meetings, no discussions concerning problems or areas that could be improved. No feedback, either positive or negative, it is a day to day guessing game....supervisors meet primarily with each other, not with staff.

Find an appropriate leader for the Office of Enrollment Services that has the educational background and experience needed to move that area forward.

There needs to be a practice of ethics in HR and in the leadership and management of this institution that applies equally to all employees. Unfortunately, decisions are often based on who you are and not on the proper criteria. We need an Affirmative Action Officer that is committed to resolving issues according to standards and policies that apply to all employees which builds and maintains a level of trust. This person should answer to the President not to the HR area. We need leaders like [[name redacted]] that are eager to move forward in an inclusive role that fosters communication so that sound decisions will be made with as much information as possible. We desperately needed his expertise, character and motivation to move this institution forward. He was a wonderful gift to this institution.

Improve communication; consider the ways in which people communicate. While email is efficient, it isn't always effective. Improve understanding between departments and administrative offices. When faculty have an understanding of why things are done in a specific way or the reasons behind the procedures, or employees understand why the procedures run counter to instruction, it makes it much easier to solve problems.

The quality of my work life could be greatly improved by Fairmont State University providing me with resources needed to adequately serve the students I assist daily. Due to the student case load that I carry, I am constantly working under a significant amount of stress. In addition, in order to serve students, I am continually working overtime without any compensation. Since I have been at FSU I have been working over forty hours a week and have been compensated as a part time employee. I have brought this to my supervisor's attention on numerous occasions, and to date have not received an increase in hours or a reduction in work load.