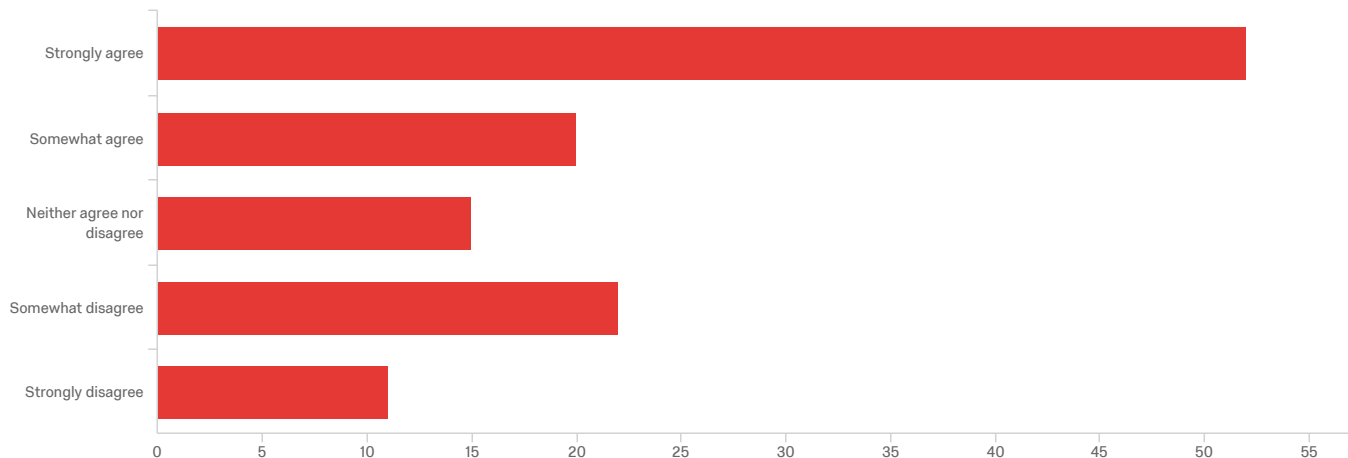


Default Report

Climate Survey

October 25, 2018 10:59 AM MDT

Q1 - FSW does not tolerate sexual harassment or assault

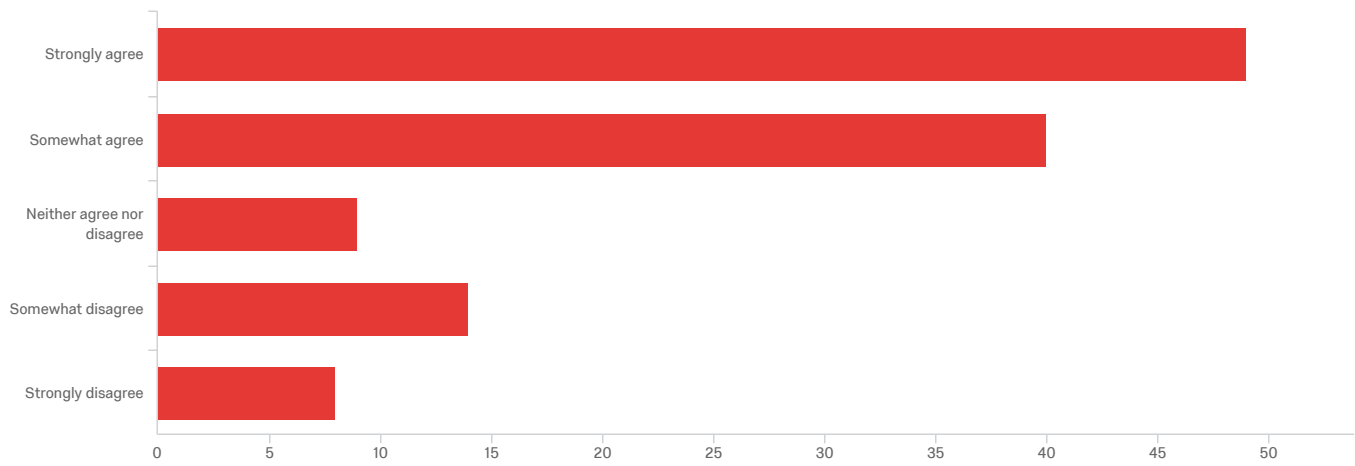


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW does not tolerate sexual harassment or assault	6.00	10.00	7.33	1.42	2.01	120

#	Field	Choice Count
1	Strongly agree	43.33% 52
2	Somewhat agree	16.67% 20
3	Neither agree nor disagree	12.50% 15
4	Somewhat disagree	18.33% 22
5	Strongly disagree	9.17% 11
		120

Showing rows 1 - 6 of 6

Q2 - FSW takes training in sexual harassment or sexual assault seriously



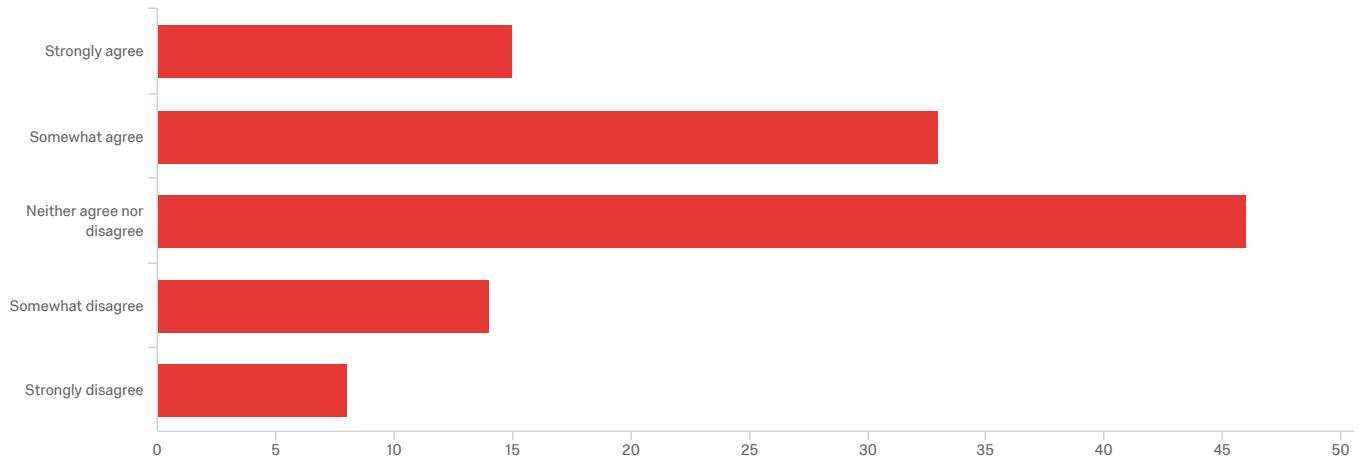
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW takes training in sexual harassment or sexual assault seriously	6.00	10.00	7.10	1.24	1.54	120

#	Field	Choice Count
1	Strongly agree	40.83% 49
2	Somewhat agree	33.33% 40
3	Neither agree nor disagree	7.50% 9
4	Somewhat disagree	11.67% 14
5	Strongly disagree	6.67% 8
		120

Showing rows 1 - 6 of 6

Q3 - FSW is effectively educating students about sexual assault or sexual harassment

(e.g. what consent means, how to define sexual assault, how to look out for one another)

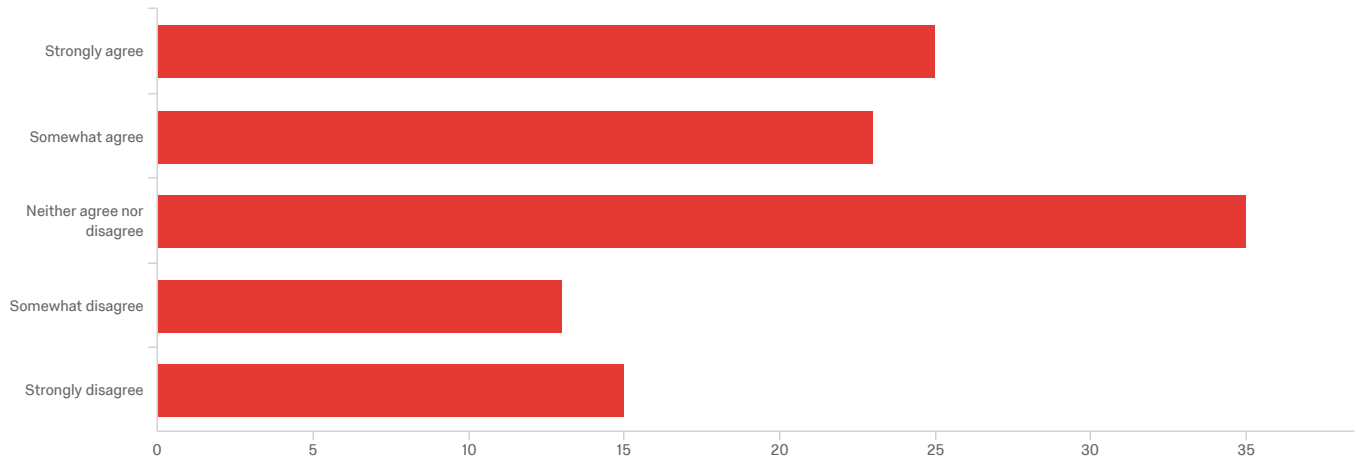


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW is effectively educating students about sexual assault or sexual harassment (e.g. what consent means, how to define sexual assault, how to look out for one another)	6.00	10.00	7.72	1.06	1.12	116

#	Field	Choice Count
1	Strongly agree	12.93% 15
2	Somewhat agree	28.45% 33
3	Neither agree nor disagree	39.66% 46
4	Somewhat disagree	12.07% 14
5	Strongly disagree	6.90% 8
		116

Showing rows 1 - 6 of 6

Q4 - FSW is effectively providing sufficient services to victims of sexual assault or sexual harassment

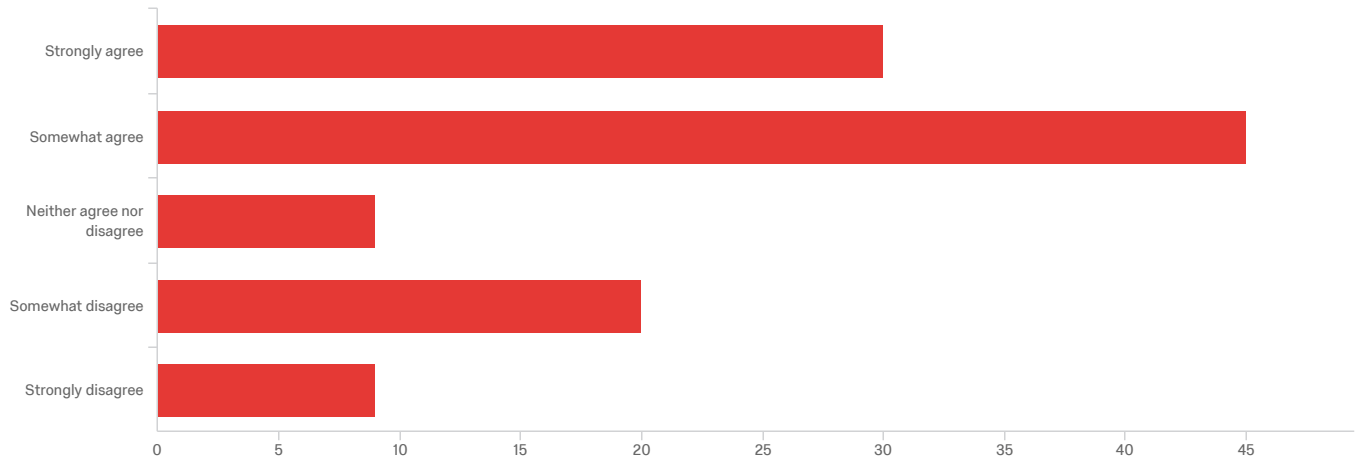


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW is effectively providing sufficient services to victims of sexual assault or sexual harassment	14.00	18.00	15.73	1.30	1.69	111

#	Field	Choice Count
1	Strongly agree	22.52% 25
2	Somewhat agree	20.72% 23
3	Neither agree nor disagree	31.53% 35
4	Somewhat disagree	11.71% 13
5	Strongly disagree	13.51% 15
		111

Showing rows 1 - 6 of 6

Q30 - FSW students, staff, and faculty understand how to report sexual harassment or sexual assault

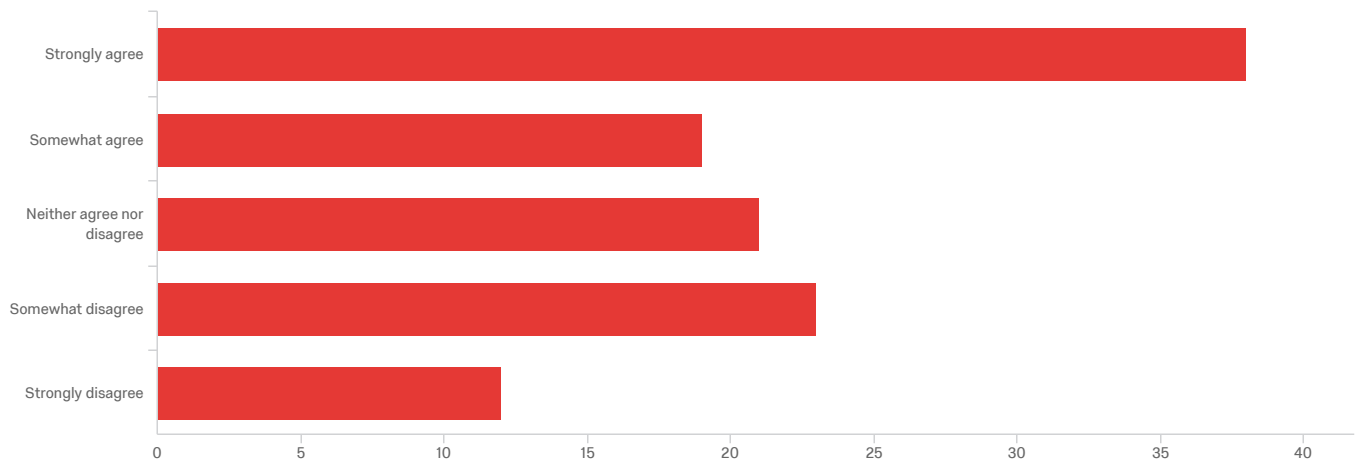


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW students, staff, and faculty understand how to report sexual harassment or sexual assault	37.00	41.00	38.41	1.27	1.60	113

#	Field	Choice Count
1	Strongly agree	26.55% 30
2	Somewhat agree	39.82% 45
3	Neither agree nor disagree	7.96% 9
4	Somewhat disagree	17.70% 20
5	Strongly disagree	7.96% 9
		113

Showing rows 1 - 6 of 6

Q5 - FSW is effectively investigating incidents of sexual assault or sexual harassment

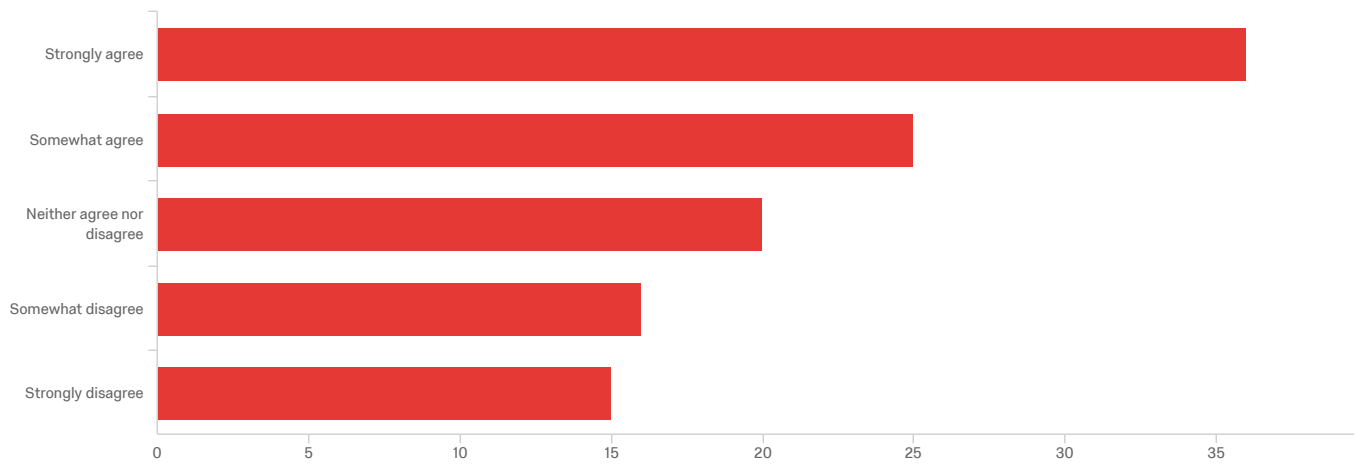


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW is effectively investigating incidents of sexual assault or sexual harassment	6.00	10.00	7.58	1.40	1.96	113

#	Field	Choice Count
1	Strongly agree	33.63% 38
2	Somewhat agree	16.81% 19
3	Neither agree nor disagree	18.58% 21
4	Somewhat disagree	20.35% 23
5	Strongly disagree	10.62% 12
		113

Showing rows 1 - 6 of 6

Q6 - FSW holds people accountable for committing sexual assault or sexual harassment

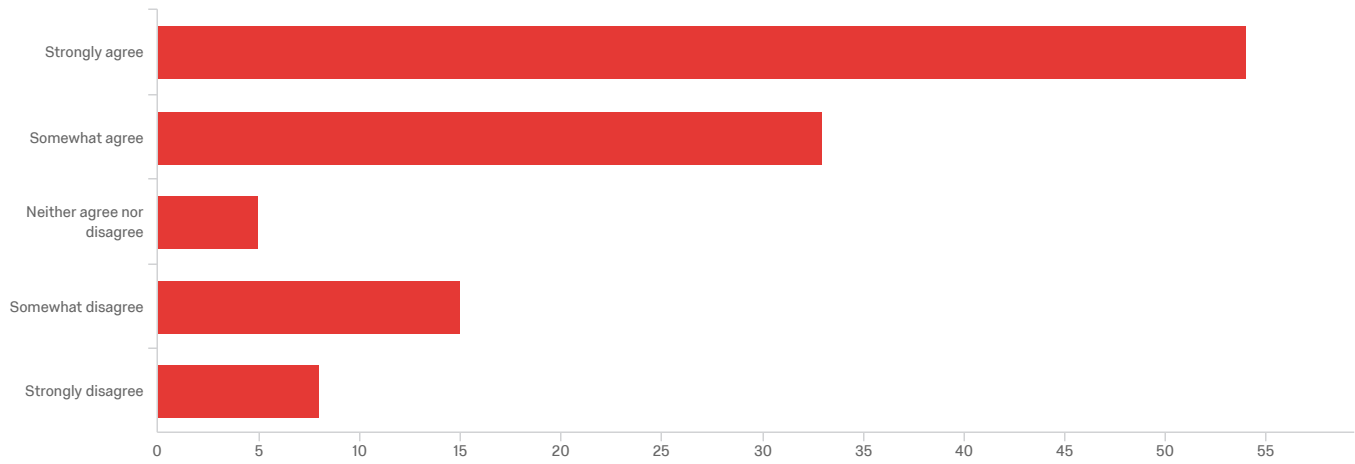


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW holds people accountable for committing sexual assault or sexual harassment	6.00	10.00	7.54	1.41	1.98	112

#	Field	Choice Count
1	Strongly agree	32.14% 36
2	Somewhat agree	22.32% 25
3	Neither agree nor disagree	17.86% 20
4	Somewhat disagree	14.29% 16
5	Strongly disagree	13.39% 15
		112

Showing rows 1 - 6 of 6

Q13 - I feel safe on Campus

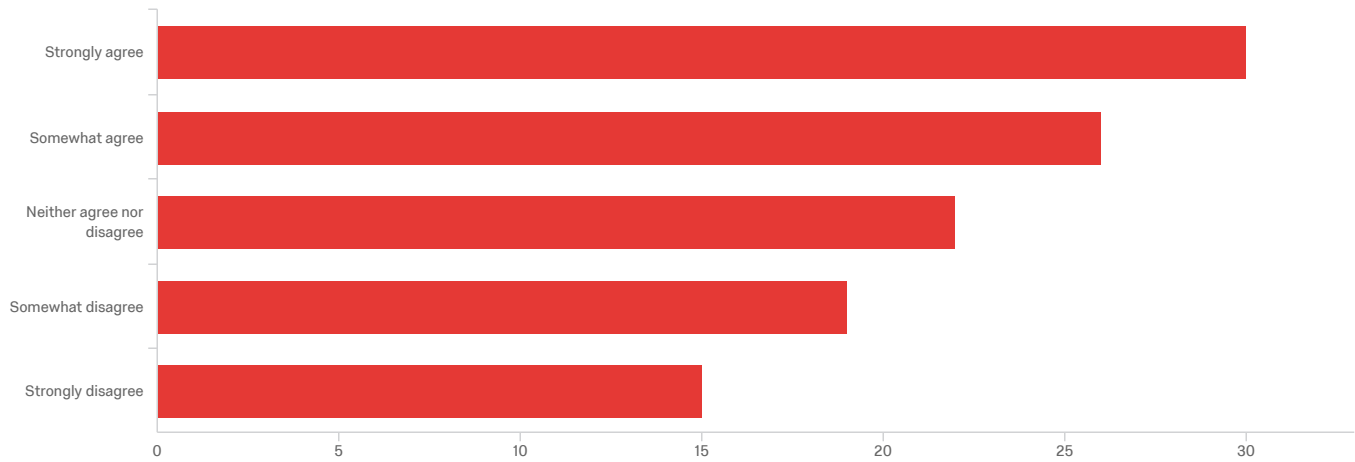


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel safe on Campus	6.00	10.00	7.04	1.29	1.66	115

#	Field	Choice Count
1	Strongly agree	46.96% 54
2	Somewhat agree	28.70% 33
3	Neither agree nor disagree	4.35% 5
4	Somewhat disagree	13.04% 15
5	Strongly disagree	6.96% 8
		115

Showing rows 1 - 6 of 6

Q7 - FSW Administrative responsiveness to emergencies is timely

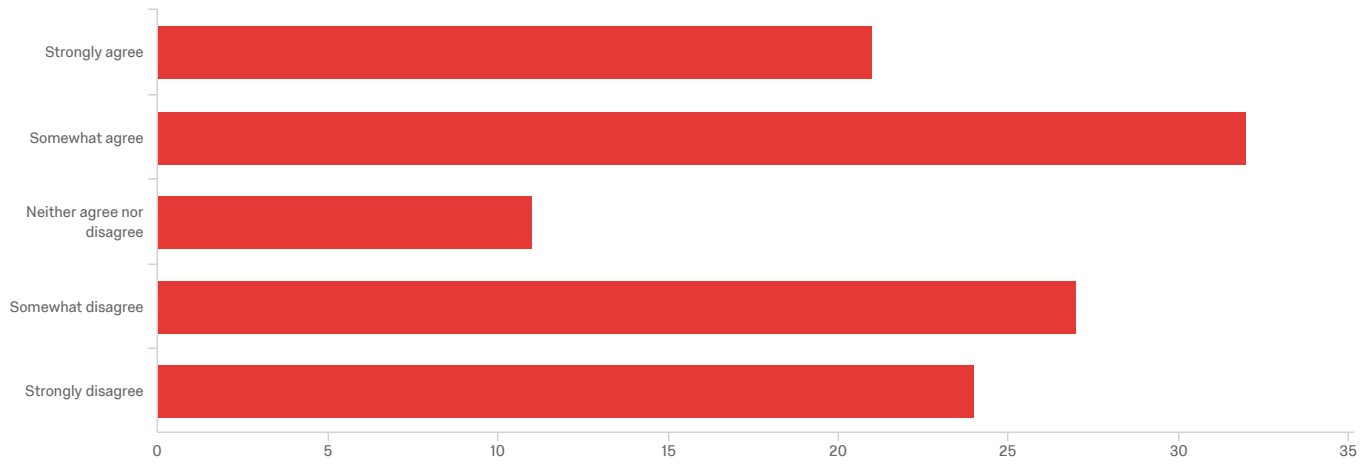


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW Administrative responsiveness to emergencies is timely	1.00	5.00	2.67	1.38	1.90	112

#	Field	Choice Count
1	Strongly agree	26.79% 30
2	Somewhat agree	23.21% 26
3	Neither agree nor disagree	19.64% 22
4	Somewhat disagree	16.96% 19
5	Strongly disagree	13.39% 15
		112

Showing rows 1 - 6 of 6

Q8 - FSW senior administration respects / values faculty input

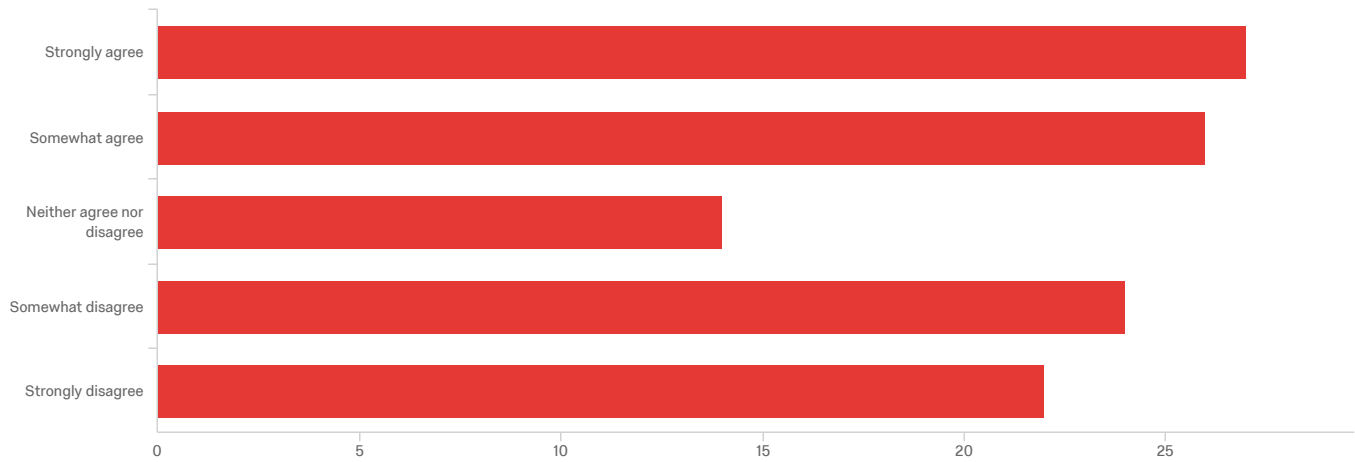


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW senior administration respects / values faculty input	1.00	5.00	3.01	1.44	2.08	115

#	Field	Choice Count
1	Strongly agree	18.26% 21
2	Somewhat agree	27.83% 32
3	Neither agree nor disagree	9.57% 11
4	Somewhat disagree	23.48% 27
5	Strongly disagree	20.87% 24
		115

Showing rows 1 - 6 of 6

Q9 - The College President communicates with faculty in a timely manner

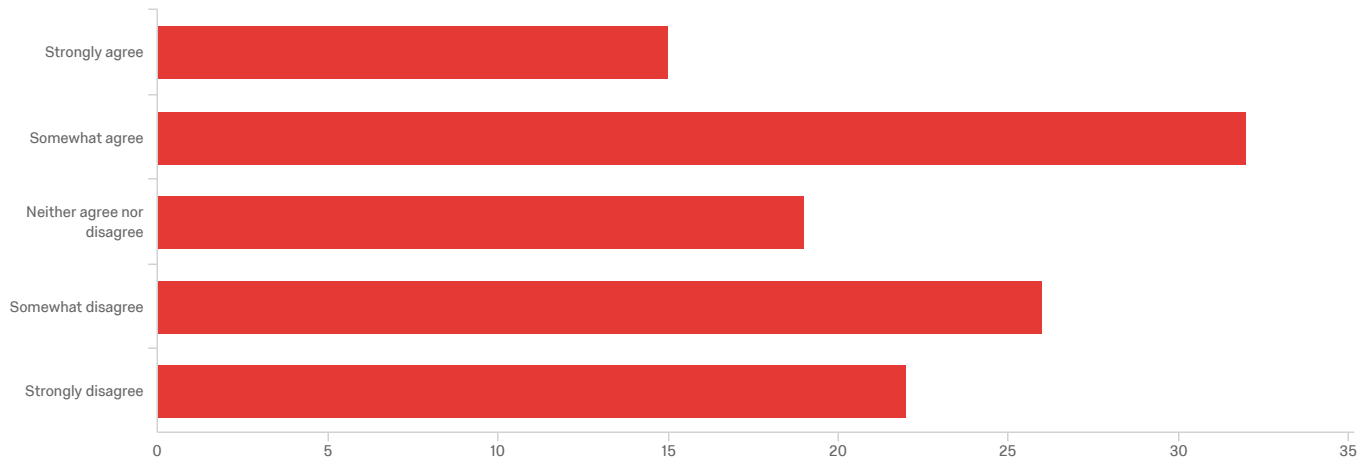


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The College President communicates with faculty in a timely manner	6.00	10.00	7.89	1.47	2.17	113

#	Field	Choice Count
1	Strongly agree	23.89% 27
2	Somewhat agree	23.01% 26
3	Neither agree nor disagree	12.39% 14
4	Somewhat disagree	21.24% 24
5	Strongly disagree	19.47% 22
		113

Showing rows 1 - 6 of 6

Q10 - The College President effectively addresses faculty concerns

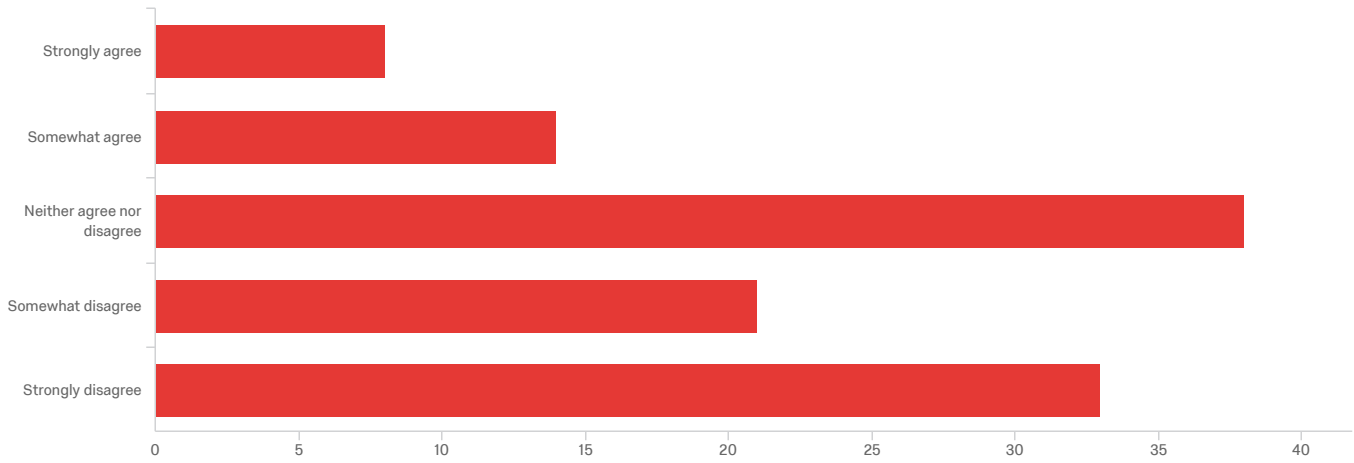


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The College President effectively addresses faculty concerns	6.00	10.00	8.07	1.34	1.80	114

#	Field	Choice Count
1	Strongly agree	13.16% 15
2	Somewhat agree	28.07% 32
3	Neither agree nor disagree	16.67% 19
4	Somewhat disagree	22.81% 26
5	Strongly disagree	19.30% 22
		114

Showing rows 1 - 6 of 6

Q11 - The College President has implemented effective hiring practices and policies for his cabinet level administration

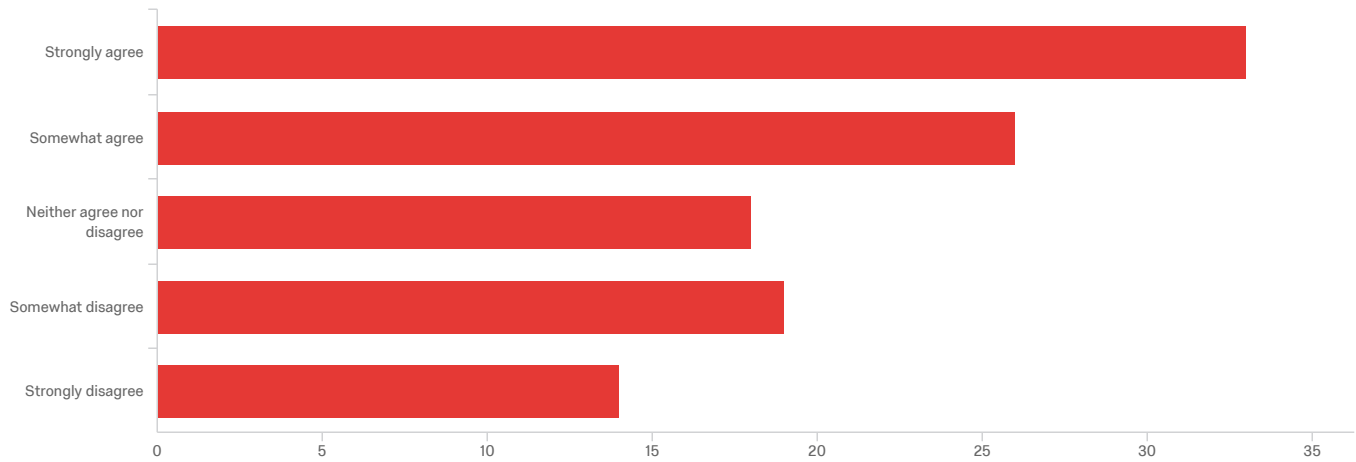


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The College President has implemented effective hiring practices and policies for his cabinet level administration	1.00	5.00	3.50	1.22	1.50	114

#	Field	Choice Count
1	Strongly agree	7.02% 8
2	Somewhat agree	12.28% 14
3	Neither agree nor disagree	33.33% 38
4	Somewhat disagree	18.42% 21
5	Strongly disagree	28.95% 33
		114

Showing rows 1 - 6 of 6

Q12 - The College President takes full responsibility for the academic future of FSW

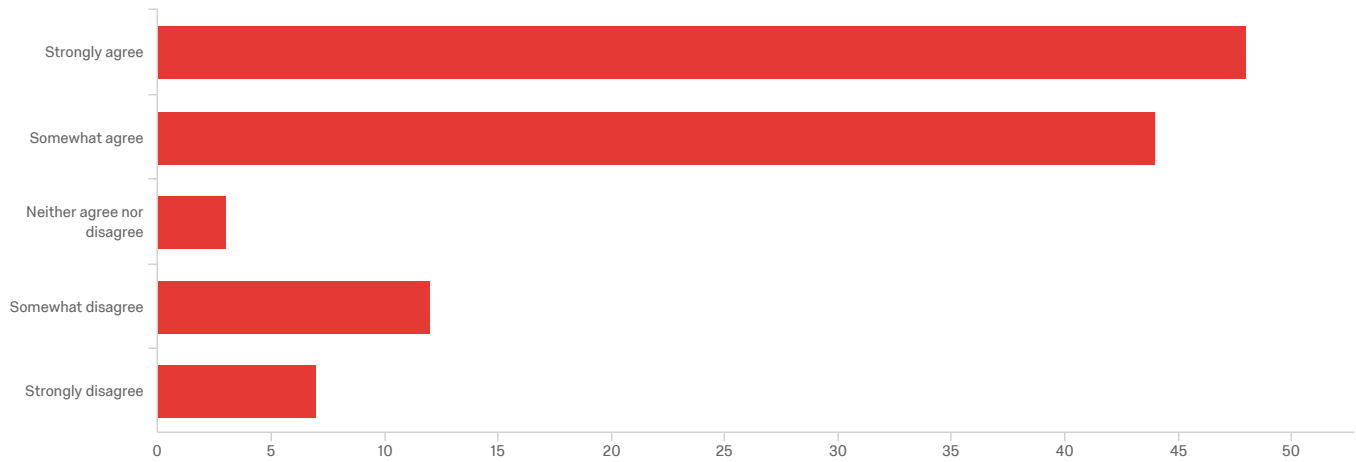


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The College President takes full responsibility for the academic future of FSW	1.00	5.00	2.59	1.40	1.95	110

#	Field	Choice Count
1	Strongly agree	30.00% 33
2	Somewhat agree	23.64% 26
3	Neither agree nor disagree	16.36% 18
4	Somewhat disagree	17.27% 19
5	Strongly disagree	12.73% 14
		110

Showing rows 1 - 6 of 6

Q14 - FSW supports faculty pursuit of professional development opportunities

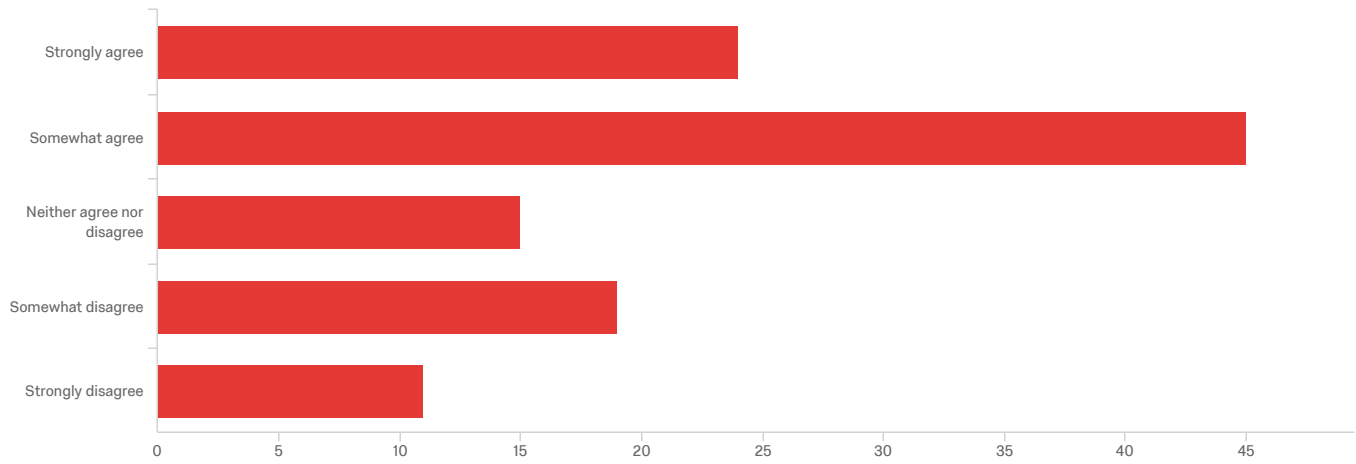


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW supports faculty pursuit of professional development opportunities	1.00	5.00	2.00	1.19	1.42	114

#	Field	Choice Count
1	Strongly agree	42.11% 48
2	Somewhat agree	38.60% 44
3	Neither agree nor disagree	2.63% 3
4	Somewhat disagree	10.53% 12
5	Strongly disagree	6.14% 7
		114

Showing rows 1 - 6 of 6

Q15 - I feel that my contributions are valued and appreciated by FSW

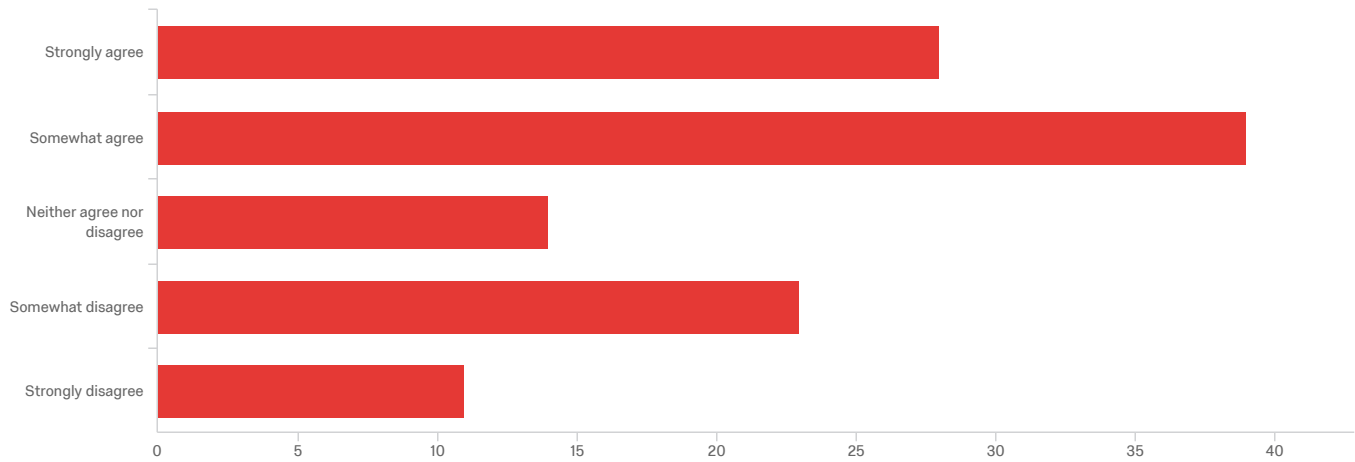


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel that my contributions are valued and appreciated by FSW	1.00	5.00	2.54	1.26	1.58	114

#	Field	Choice Count
1	Strongly agree	21.05% 24
2	Somewhat agree	39.47% 45
3	Neither agree nor disagree	13.16% 15
4	Somewhat disagree	16.67% 19
5	Strongly disagree	9.65% 11
		114

Showing rows 1 - 6 of 6

Q16 - FSW supports academic freedom and faculty autonomy



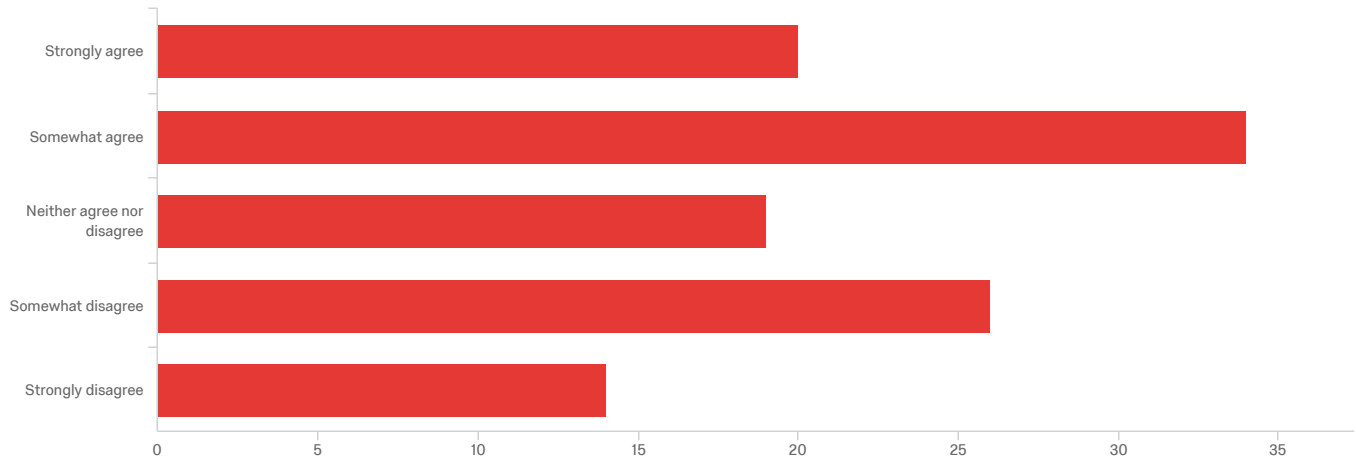
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW supports academic freedom and faculty autonomy	1.00	5.00	2.57	1.31	1.71	115

#	Field	Choice Count
1	Strongly agree	24.35% 28
2	Somewhat agree	33.91% 39
3	Neither agree nor disagree	12.17% 14
4	Somewhat disagree	20.00% 23
5	Strongly disagree	9.57% 11
		115

Showing rows 1 - 6 of 6

Q17 - College senior administration promotes a higher level of collegiality and

professionalism

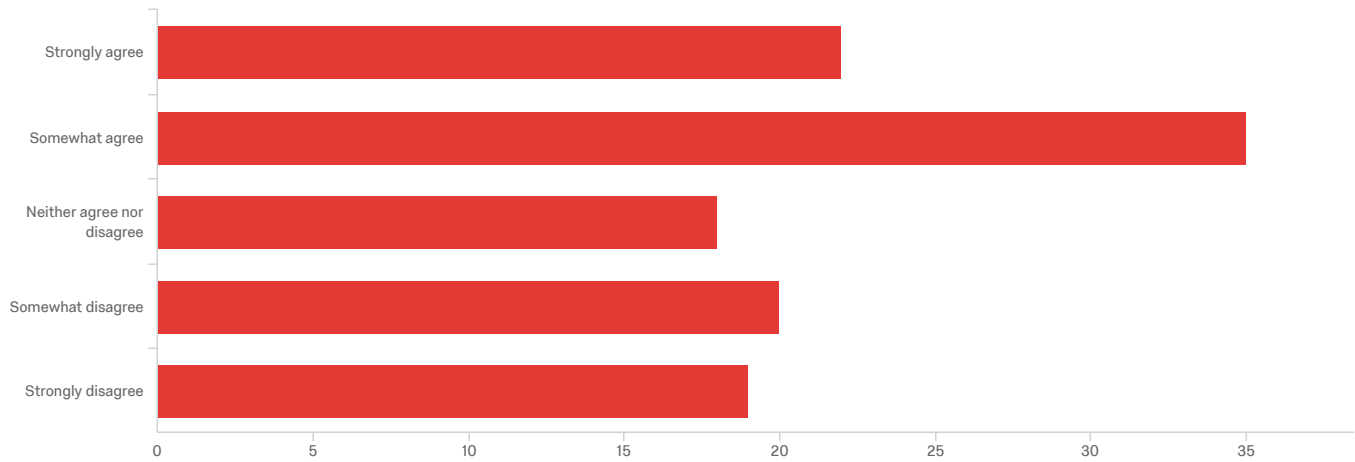


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	College senior administration promotes a higher level of collegiality and professionalism	1.00	5.00	2.82	1.31	1.70	113

#	Field	Choice Count
1	Strongly agree	17.70% 20
2	Somewhat agree	30.09% 34
3	Neither agree nor disagree	16.81% 19
4	Somewhat disagree	23.01% 26
5	Strongly disagree	12.39% 14
		113

Showing rows 1 - 6 of 6

Q18 - I have confidence in the administrative decisions that impact the college's direction

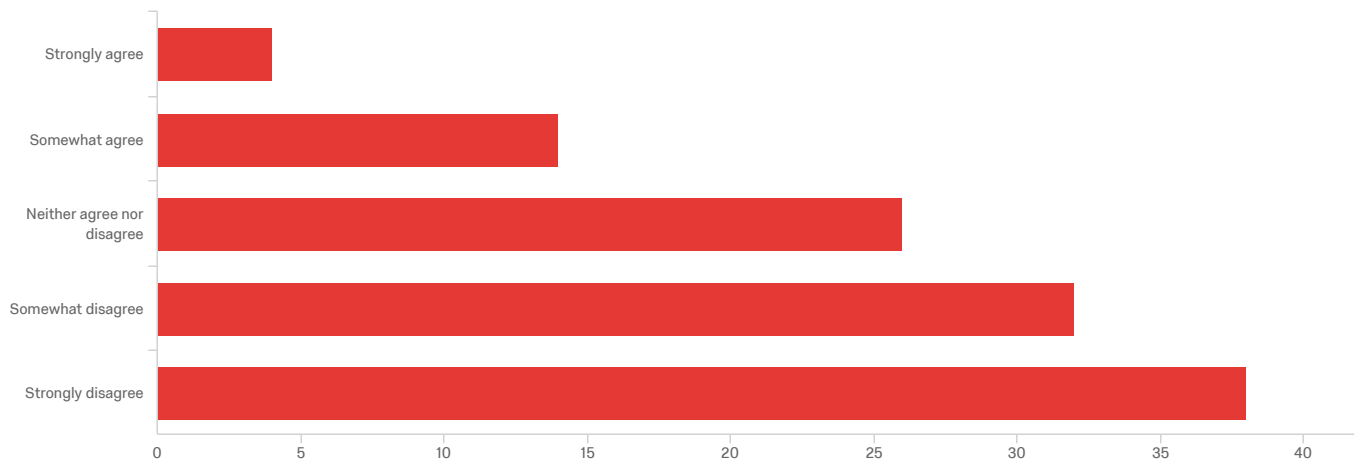


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have confidence in the administrative decisions that impact the college's direction	1.00	5.00	2.82	1.37	1.89	114

#	Field	Choice Count
1	Strongly agree	19.30% 22
2	Somewhat agree	30.70% 35
3	Neither agree nor disagree	15.79% 18
4	Somewhat disagree	17.54% 20
5	Strongly disagree	16.67% 19
		114

Showing rows 1 - 6 of 6

Q19 - Salary increases at FSW align with comparable colleges

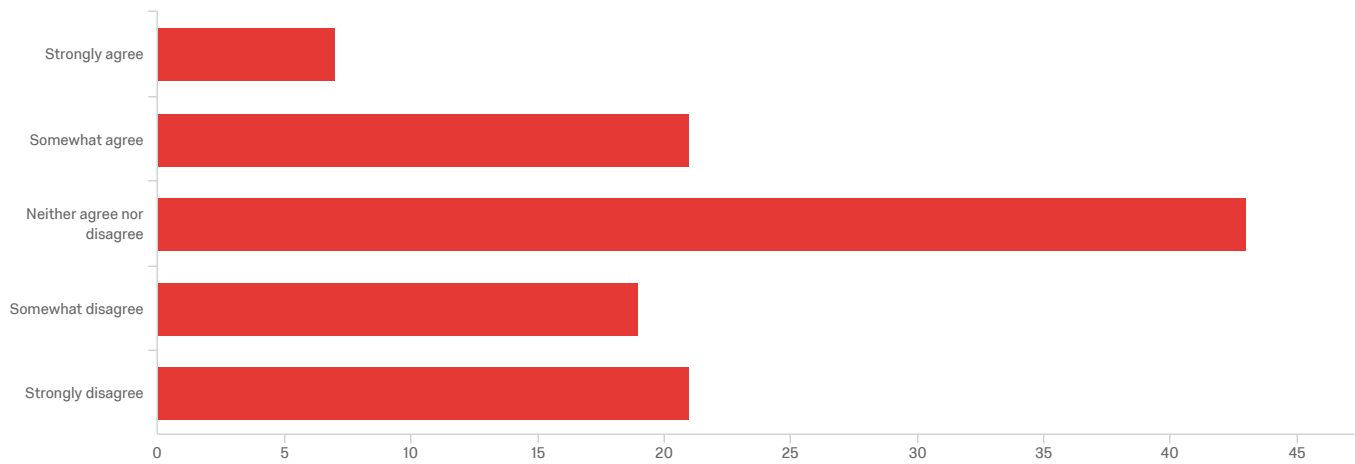


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Salary increases at FSW align with comparable colleges	1.00	5.00	3.75	1.14	1.31	114

#	Field	Choice Count
1	Strongly agree	3.51% 4
2	Somewhat agree	12.28% 14
3	Neither agree nor disagree	22.81% 26
4	Somewhat disagree	28.07% 32
5	Strongly disagree	33.33% 38
		114

Showing rows 1 - 6 of 6

Q20 - FSW encourages faculty to seek administrative promotional opportunities

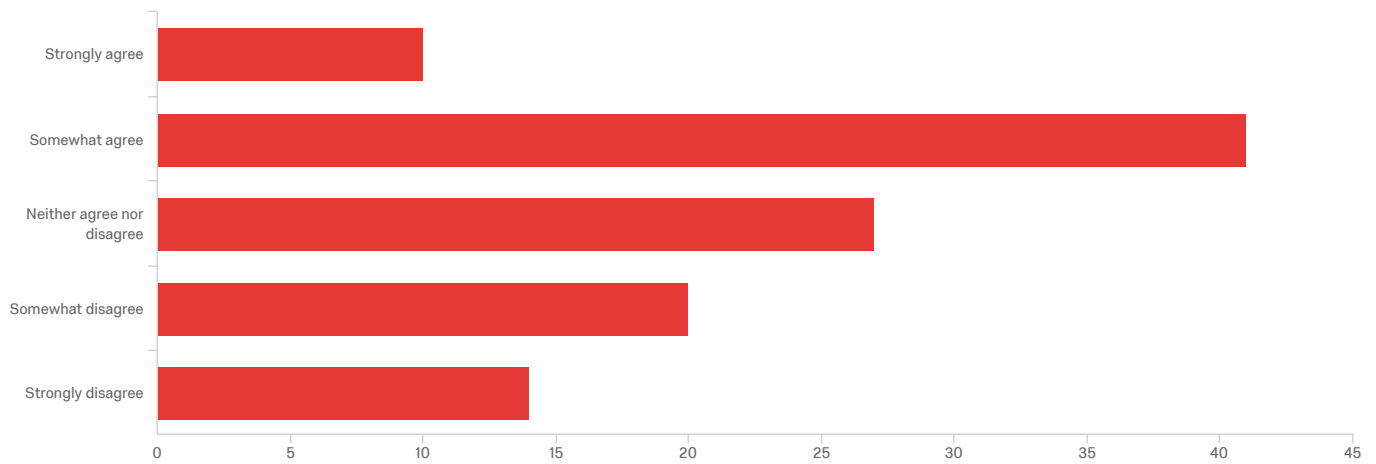


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW encourages faculty to seek administrative promotional opportunities	1.00	5.00	3.23	1.15	1.31	111

#	Field	Choice Count
1	Strongly agree	6.31% 7
2	Somewhat agree	18.92% 21
3	Neither agree nor disagree	38.74% 43
4	Somewhat disagree	17.12% 19
5	Strongly disagree	18.92% 21
		111

Showing rows 1 - 6 of 6

Q21 - FSW takes leadership development seriously

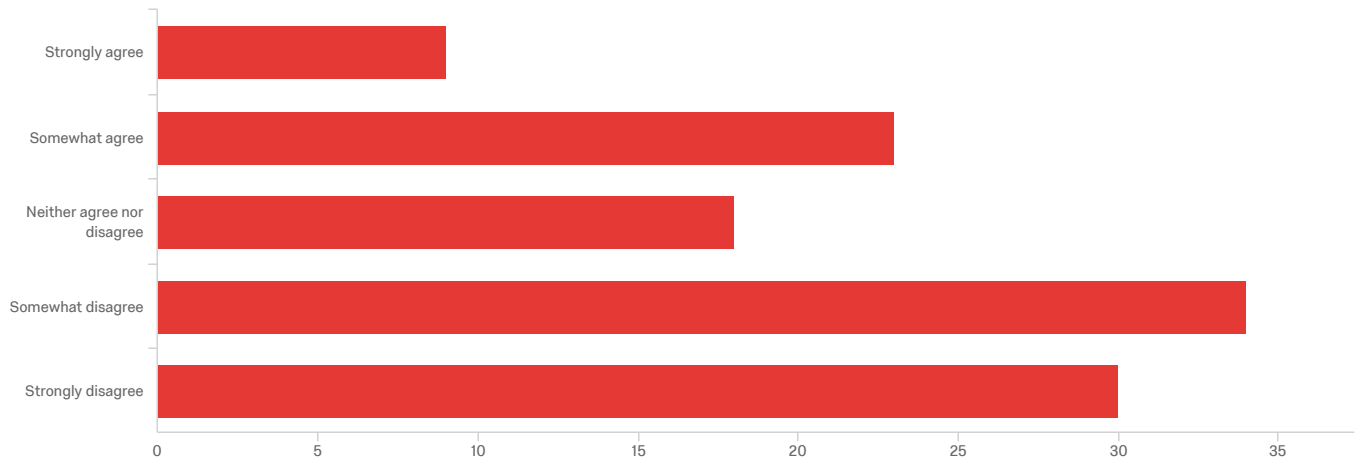


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	FSW takes leadership development seriously	1.00	5.00	2.88	1.18	1.39	112

#	Field	Choice Count
1	Strongly agree	8.93% 10
2	Somewhat agree	36.61% 41
3	Neither agree nor disagree	24.11% 27
4	Somewhat disagree	17.86% 20
5	Strongly disagree	12.50% 14
		112

Showing rows 1 - 6 of 6

Q23 - I feel that I can voice my opinion without the possibility of retaliation

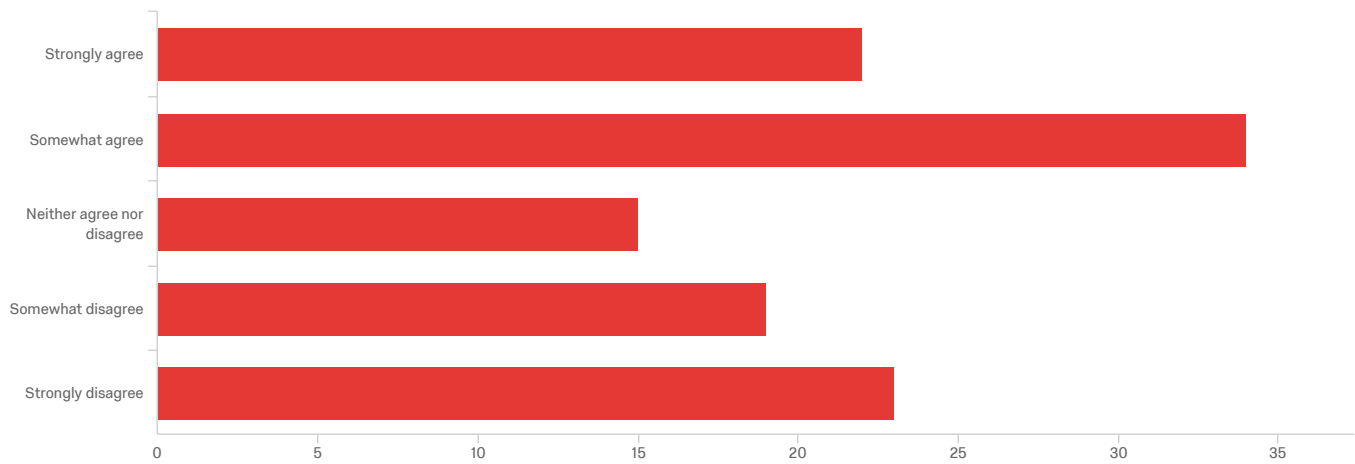


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel that I can voice my opinion without the possibility of retaliation	1.00	5.00	3.46	1.29	1.65	114

#	Field	Choice Count
1	Strongly agree	7.89% 9
2	Somewhat agree	20.18% 23
3	Neither agree nor disagree	15.79% 18
4	Somewhat disagree	29.82% 34
5	Strongly disagree	26.32% 30
		114

Showing rows 1 - 6 of 6

Q27 - I have a clear understanding of FSW's organizational chart / structure



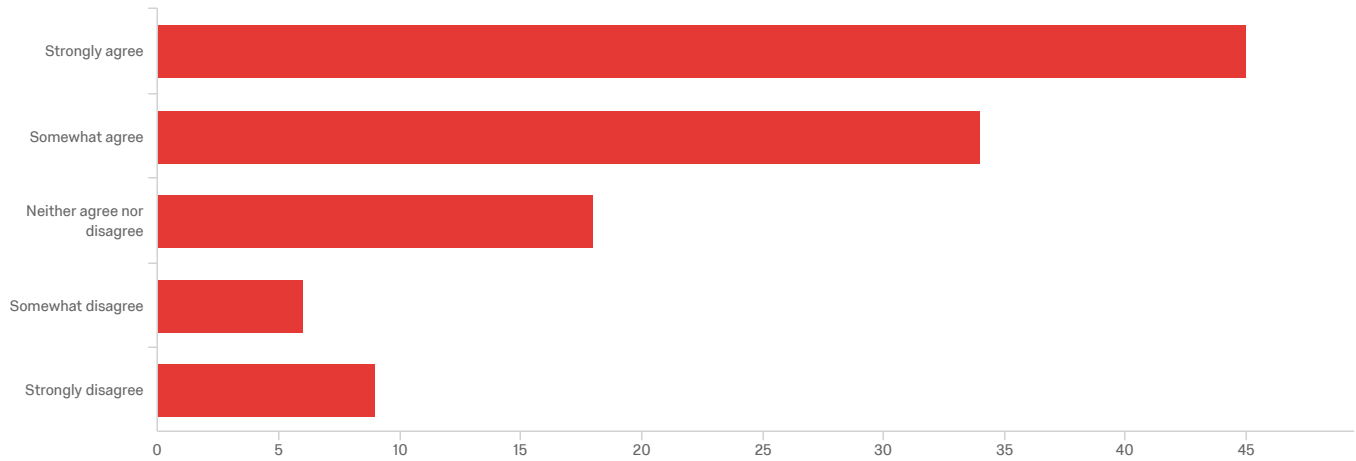
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of FSW's organizational chart / structure	23.00	27.00	24.88	1.43	2.05	113

#	Field	Choice Count
1	Strongly agree	19.47% 22
2	Somewhat agree	30.09% 34
3	Neither agree nor disagree	13.27% 15
4	Somewhat disagree	16.81% 19
5	Strongly disagree	20.35% 23
		113

Showing rows 1 - 6 of 6

Q28 - I feel that there are too many administrative changes that occur every summer

without adequate faculty input

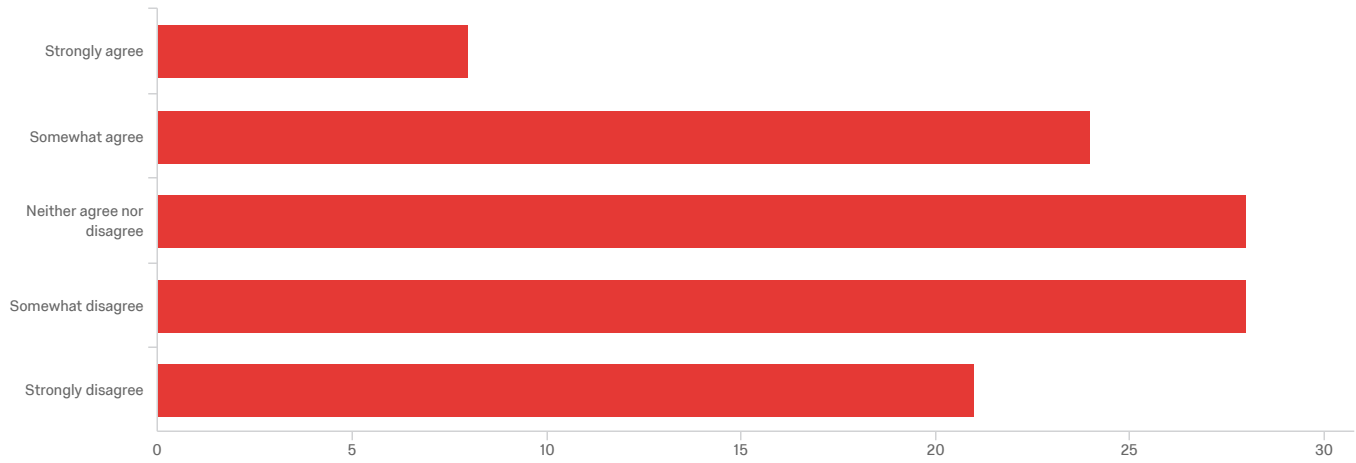


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel that there are too many administrative changes that occur every summer without adequate faculty input	11.00	15.00	12.11	1.22	1.49	112

#	Field	Choice Count
1	Strongly agree	40.18% 45
2	Somewhat agree	30.36% 34
3	Neither agree nor disagree	16.07% 18
4	Somewhat disagree	5.36% 6
5	Strongly disagree	8.04% 9
		112

Showing rows 1 - 6 of 6

Q31 - Senior administration makes clearly defined decisions in regards to the college's structure based on a sound rationale

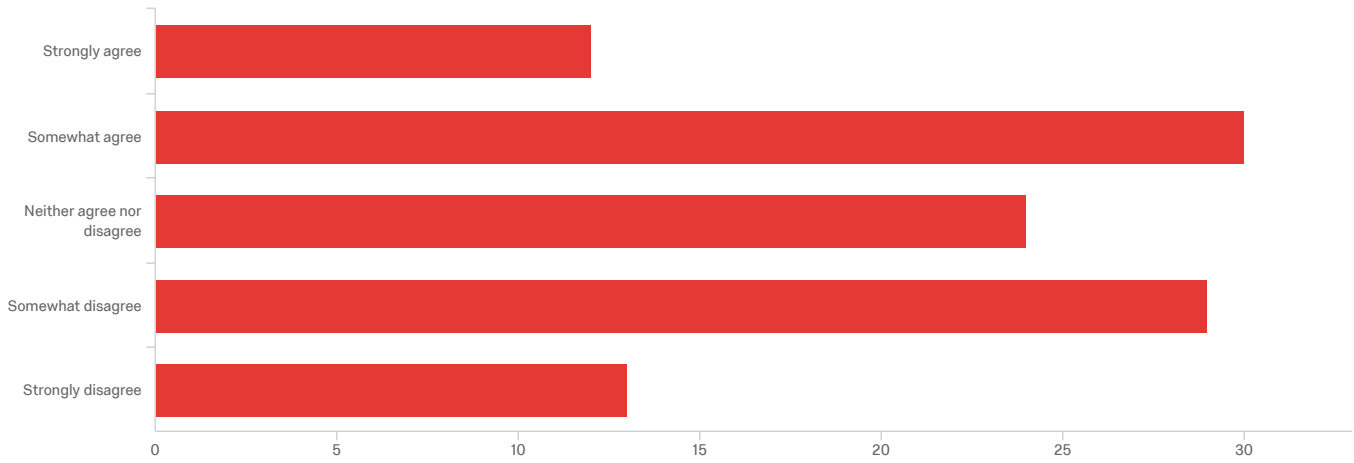


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Senior administration makes clearly defined decisions in regards to the college's structure based on a sound rationale	11.00	15.00	13.28	1.21	1.47	109

#	Field	Choice Count
1	Strongly agree	7.34% 8
2	Somewhat agree	22.02% 24
3	Neither agree nor disagree	25.69% 28
4	Somewhat disagree	25.69% 28
5	Strongly disagree	19.27% 21
		109

Showing rows 1 - 6 of 6

Q32 - Senior administration makes clearly defined decisions in regards to the college's programs and offerings based on a sound rationale

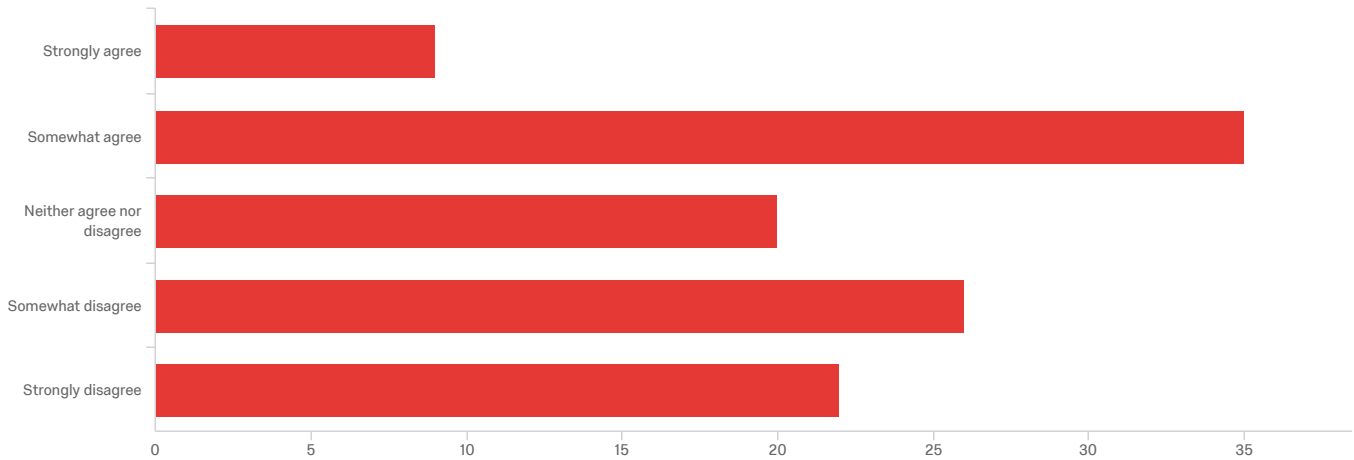


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Senior administration makes clearly defined decisions in regards to the college's programs and offerings based on a sound rationale	11.00	15.00	13.01	1.21	1.47	108

#	Field	Choice Count
1	Strongly agree	11.11% 12
2	Somewhat agree	27.78% 30
3	Neither agree nor disagree	22.22% 24
4	Somewhat disagree	26.85% 29
5	Strongly disagree	12.04% 13
		108

Showing rows 1 - 6 of 6

Q34 - The administrators have adequately explained the chain of command for core operational functions, i.e. is it clear who reports to whom and where to go for assistance and support

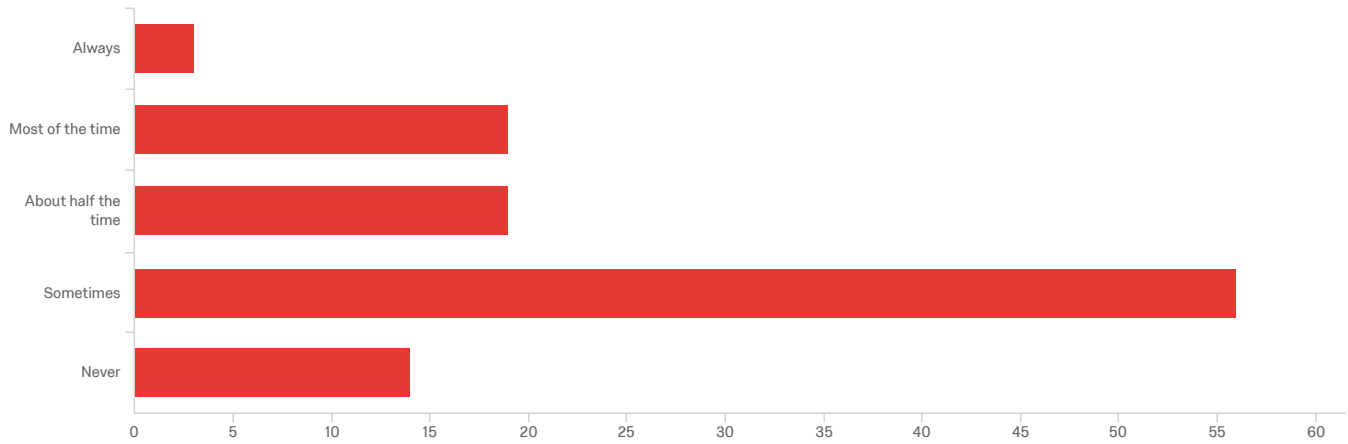


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The administrators have adequately explained the chain of command for core operational functions, i.e. is it clear who reports to whom and where to go for assistance and support	11.00	15.00	13.15	1.28	1.63	112

#	Field	Choice Count
1	Strongly agree	8.04% 9
2	Somewhat agree	31.25% 35
3	Neither agree nor disagree	17.86% 20
4	Somewhat disagree	23.21% 26
5	Strongly disagree	19.64% 22
		112

Showing rows 1 - 6 of 6

Q36 - The faculty are _____ involved in the decision process and their input is sought by the administration.



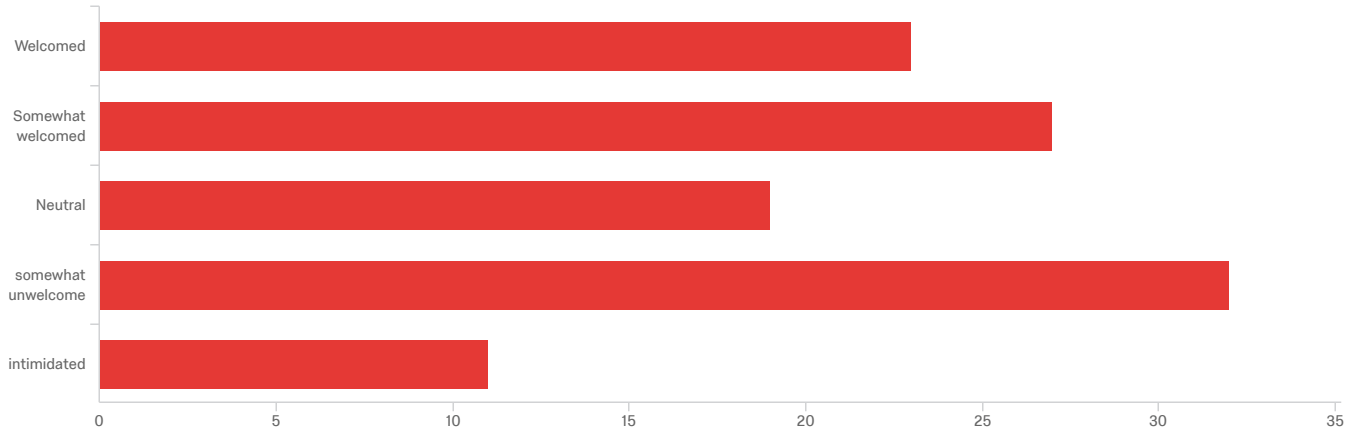
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The faculty are _____involved in the decision process and their input is sought by the administration.	27.00	31.00	29.53	1.00	1.01	111

#	Field	Choice Count
1	Always	2.70% 3
2	Most of the time	17.12% 19
3	About half the time	17.12% 19
4	Sometimes	50.45% 56
5	Never	12.61% 14
		111

Showing rows 1 - 6 of 6

Q33 - As a faculty member, I feel _____ to suggesting changes to improve

FSW

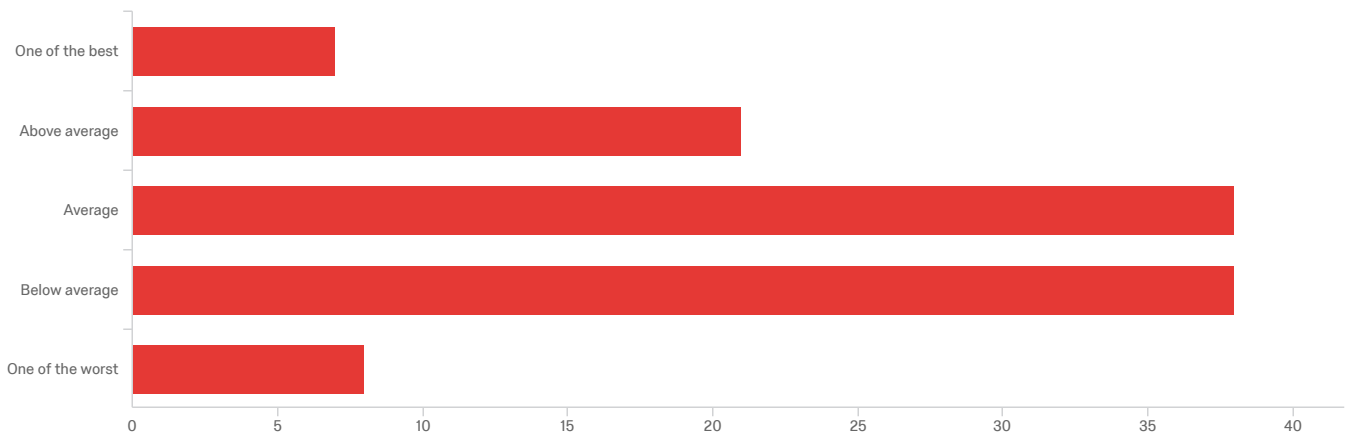


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	As a faculty member, I feel _____ to suggesting changes to improve FSW	1.00	17.00	7.44	6.99	48.91	112

#	Field	Choice Count
1	Welcomed	20.54% 23
2	Somewhat welcomed	24.11% 27
3	Neutral	16.96% 19
4	somewhat unwelcome	28.57% 32
5	intimidated	9.82% 11
		112

Showing rows 1 - 6 of 6

Q22 - How would you describe the morale levels at FSW

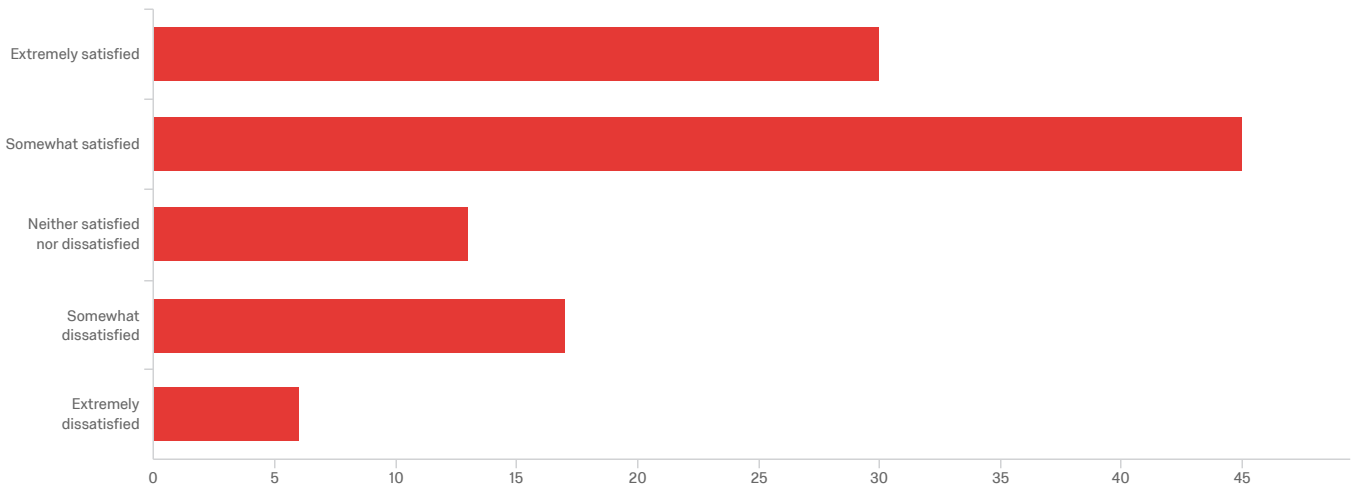


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you describe the morale levels at FSW	1.00	5.00	3.17	1.02	1.03	112

#	Field	Choice Count
1	One of the best	6.25% 7
2	Above average	18.75% 21
3	Average	33.93% 38
4	Below average	33.93% 38
5	One of the worst	7.14% 8
		112

Showing rows 1 - 6 of 6

Q25 - How would you describe your overall job satisfaction at FSW

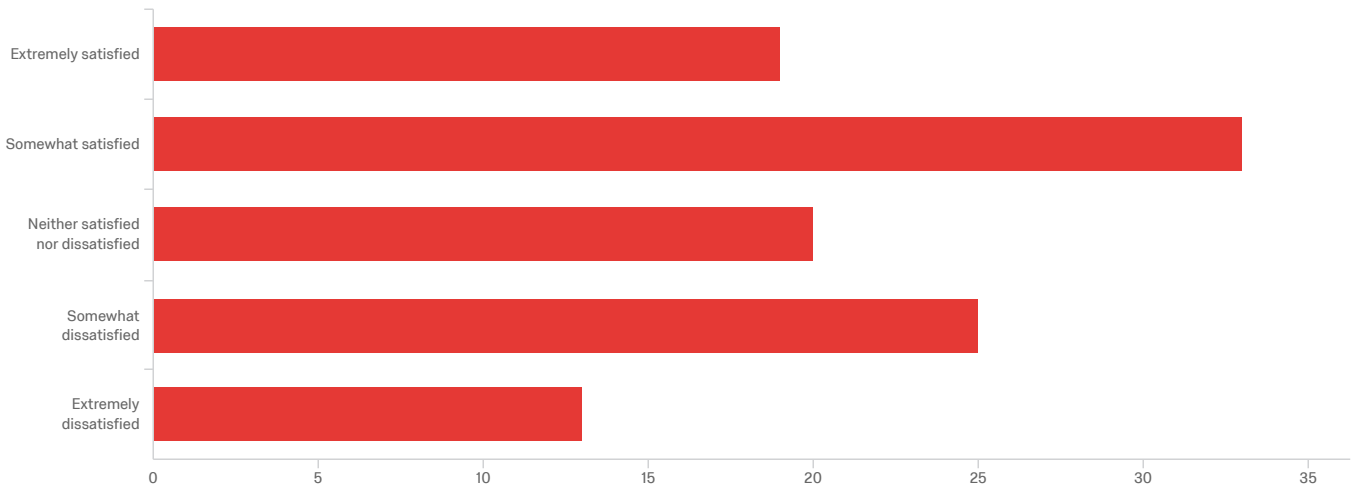


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you describe your overall job satisfaction at FSW	1.00	5.00	2.32	1.18	1.39	111

#	Field	Choice Count
1	Extremely satisfied	27.03% 30
2	Somewhat satisfied	40.54% 45
3	Neither satisfied nor dissatisfied	11.71% 13
4	Somewhat dissatisfied	15.32% 17
5	Extremely dissatisfied	5.41% 6
		111

Showing rows 1 - 6 of 6

Q29 - Overall, how satisfied are you with the College President's job performance



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, how satisfied are you with the College President's job performance	18.00	22.00	19.82	1.29	1.66	110

#	Field	Choice Count
1	Extremely satisfied	17.27% 19
2	Somewhat satisfied	30.00% 33
3	Neither satisfied nor dissatisfied	18.18% 20
4	Somewhat dissatisfied	22.73% 25
5	Extremely dissatisfied	11.82% 13
		110

Showing rows 1 - 6 of 6

Q26 - Comments:

Comments:

Proctorio was a bad decision made without consulting faculty. The faculty did not have enough time to prepare for this major change in proctoring online tests. The elimination of the testing center has severely hampered the administration of exams to online students. This decision was made without consulting faculty; however, it greatly affects how we do our work and we should have had a committee that looked at testing options and made a recommendation rather than having this forced on us without consultation. Expected behavioral standards for faculty should be the same for administration.

In light of the recent investigation into Jeffrey Stewart's behavior as well as the high level of staff turnover, I am seriously concerned for the college staff. As faculty we have a union and a senate as well as continuing contracts; staff members have no such protections. So many excellent staff members have left since I started teaching here. In my interpretation of the investigative report it appears as though several of the women targeted for sexual harassment/assault were staff members. FSW needs to improve working conditions for its staff as the College cannot function without them.

I feel that too many senior administrators have been hired because of their relationship with President Allbritten. A hiring process based on committees including faculty, staff and a student representative would be more fair and lead more consistently to a stronger field of candidates and more reliably strong hires. Sometimes breaking with best practices has resulted in a good hire (Larry Miller). But other times the wrong person was promoted into a position he was not doing well. (Jeff Stewart did well in institutional research, but would have been lost as provost without Eileen DeLuca.) FSW has a strong faculty because it has strong hiring processes. If the search process for administrators were as rigorous as the faculty hiring process, then 1) the field of applicants would be deeper and stronger, and 2) faculty and staff would have greater confidence in the process and ultimately in the hire. Finally, I believe President Allbritten should, in a public way, distance himself from the provost-hiring process. We have had three provosts who were hired without faculty input. One was involved in academic fraud. One was unpopular with faculty when he tried to clean up the system in a top-down way. And the last one brought shame on the institution and probably made attracting great candidates to replace him more difficult. The last two were direct hires by President Allbritten. The president owes it to the college to stay out of the hiring process for a new provost. It must be absolutely clear that the next provost comes in as a person chosen on merit, and not as what some faculty deride as a "Friend of Jeff." The process will deliver a person who is professional, qualified, and able to work with the president and offer contrary opinions. That person will be able to work with the president without feeling that he owes his appointment to the president.

There seem to be major problems with how I.T. and Facilities interact and function with Faculty, Staff and upper level Administration. Rather than working closely together, to resolve issues there is often just a one word response or no response at all. This is an attitude that comes from the top of these departments. They seem to be oblivious to the fact that this is an educational institution which now offers four year degrees. They should work toward providing a level of support that rises to that level. Rather than the off handed answer of "no" it should be "how can we make that happen?" I've worked at two other institutions of higher learning in this state, both private and public and have never experienced anything quite like how they operate here.

Whenever I selected "Neither agree nor disagree" it is because I don't know enough about what was asked to formulate an opinion. It does not mean my opinion is in the middle.

I feel administrators rarely listen to faculty voices. This was never more evident than during our last Collective Negotiations regarding salaries. Admin did not negotiate and were very clear that salaries were non-negotiable, rendering moot the entire process. Also, it was demoralizing to hear that deans did not like us awarding 3s to ourselves during the portfolio process- it makes me less inclined to pursue professional development or service opportunities since what's the point? No matter how much a faculty member does, they're not going to want us to indicate to want to reward that effort. Also, we receive very little positive validation/encouragement from admin- it fosters an us vs. them mindset.

Many of these questions were challenging to answer given the multiple variables within each question, in addition to unknown information, e.g., I'm unable to determine whether salary increases for FSW Faculty align with comparable colleges, for I don't know what increases other FL college faculty have received over time. The more important question is: has FSW increased salaries for faculty since Dr. A. became President that is *commensurate with* the extent and quality of the work performed by *FSW Faculty*? I'm concerned about Dr. A's attitude toward, and treatment of faculty, given comments he's made about faculty voicing petty concerns, and his avoidance of giving faculty a platform to ask his hard questions. At the same time, Dr. A. has made efforts to connect with faculty on a one-on-one basis and in some group forums, and appears to be advocating for the college in terms of overall funding, a major component of his job. Some of his actions and choices are too closely aligned with the Walker administration, of which he was a part. He's made decisions that have had major ramifications on the college without faculty input, such as changing the name of the college, the athletics initiative, appointing many administrative positions rather than opening searches, and taking space away from students. I'm extremely concerned about the way the administration has handled the investigation of Dr. Stewart, especially in light of the fear expressed by staff, who were the primary targets of the sexual harassment and assault alleged by many women. That the alleged victims felt Dr. Stewart AND other senior administrators would retaliate against them is significant. I'm gravely concerned about how Dr. A's response to the publication of the investigative report. Going on vacation was a poor leadership decision. Dr. A. also went "out of town" immediately after the media reported on the removal of (firing of) our first and former athletic director, Carl McAloose. Going into hiding indicates that the President has something to hide. At minimum, leaving was a selfish choice, for this left the high-level administrators still standing with no choice but to bear the brunt of the fallout. Senior level administrators have appointed too many high admin. positions. The college has a relatively high number of executive administrators, but an insufficient number of academic administrators. The executive leadership has essentially forced too many lower level administrators to do the work of two people. This compromises the work and reputation of the college. Faculty fear losing the only highly competent academic officer left, Dr. DeLuca, who was doing the job of two people *before* Dr. Stewart's abrupt departure. If we lose her, the college will suffer greatly. Also of note: there are few layers between high level administrators and lower level administrators, as well as and especially quasi faculty administrators. The former vice provost and now interim provost *directly* oversees too many programs, departments, etc. The college has appointed too many positions that are truly administrative, as well as *functionally* administrative. Rather than Band-Aid a leadership failure, the college could create an appropriate position and hire a competent and properly credentialed person to fill the position. Also, too many departments and programs are grossly understaffed in terms of both faculty and staff, and like during the Walker administration, faculty and others are being asked to do more for less, while some employees in leadership positions are behaving poorly. All institutions must contend with employees who are unethical and/or who don't do their job, but when this becomes known, swift action needs to be taken, rather than ignoring the problem and delaying fixing it until the next year and then the next. When faculty and staff are overextended, overwhelmed, don't have anyone to go to about their leaders' incompetence and/or lack of accountability morale plummets.

Proctorio is a disaster and instead of the resolving administration is blaming faculty and becoming defensive and threatening

I, with several others, have regularly observed the president & former provost at different local alcohol serving restaurants having alcoholic beverages during their lunch then returning to campus. Of his own admission, the president knew the former provost had a problem with alcohol ("...counseled the former provost...") yet they continued to frequent bars during work hours, drank alcohol during lunch and then return to campus to finish their day. We have an EAP for these situations and if the president identified the former provost needed "to be counseled" the president had a responsibility to the campus faculty & staff to follow the established procedure for referring an employee for assistance rather than keep the issue under wraps. By not getting the former provost assistance/support, the president knew exactly what he was doing and allowing to continue at this institution. I believe this president knew (and knows) a lot more about many situations involving the Athletics Director and the former provost to name just two, and other incidents which violate FSW policies yet he ignores them. The president addresses only issues he chooses to address despite concerns of particular issues from faculty. He has created a culture wherein certain administrators (a male) believe they are well within their right to unilaterally require faculty to meet arbitrary demands despite not being outlined as such in the contract. When questioned, the administrator finds some loop hole/stretches the interpretation/cites non-existent "Florida Law" and/or makes veiled threats such as "...I'll just remember it when it comes evaluation time..." to strong arm faculty. The culture at FSW doesn't allow for a sense of real trust/community but is more one of continually looking over your shoulder. In general it is clear that this president is busy pretending/trying to make FSW appear like something it is not instead of allowing FSW to excel at what it actually is - a very effective community college.

Administrators are often promoted or hand picked based on personal relationships, rather than through a proper search process to seek out the most qualified and experienced individuals. Sexual and other types of harassment have been tolerated by the administration based on favoritism or protectionism, rather than taking actions to swiftly eliminate such abuses. As an educational institution, the college has an obligation to set an example for our students and community members by making people accountable, and in a timely manner. Perhaps there could be more oversight on these and other important issues if the BOT would meet more frequently. Thank you!

I am more than concerned that the provost felt secure in demonstrating the behaviors that ultimately led to his resignation.

None

What has happened recently will negatively impact the position of FSW with the legislature and the general public. An issue like this should have been immediately dealt with by the senior administration to avoid what has now transpired. I believe this has been more costly to the college than the previous issues Edison College tried to address with a new image! Where do we go from here to heal this debacle? Shall we change the name of the college again - or add a football program to get the community involved and cover the events that transpired? Go BUCS!!

I am extremely happy with the performance of my Dean and Department Chair. I enjoy my fellow faculty and students. I love working at FSW. When issues get raised beyond that, there is not a lot of transparency to me, and the departure of the last two Provosts has not been good, raising concerns about that Office. I think the selection of the new Provost will say a lot, and I am waiting to see how that goes before coming to any final conclusions of the performance of the President.

The Nursing Program administration has been unstable for too long. We are currently growing too rapidly (increasing student enrollment) and I fear we are losing the quality of our ADN program for quantity.

Behavior of administrators needed to be corrected early; not after they got caught. Other administrators have been at the college for many years, and are known to lie to the BOT and lie under oath during depositions. These people are still here and their friends have been promoted to the highest levels in administration. Most of our administrators have been appointed and promoted; only a few are here due to a search/interview process.

I feel that our immediate supervisor/administration is unapproachable. If we go above them we risk negative consequences. It seems that senior administration makes decisions about "interim" positions without faculty input, which can cause stress and other problems after the fact. The president wears many hats in his job but seems to wear the athletic hat more than others. Also, the smaller campuses are forgotten on many occasions and overlooked with grants, improvements, etc.

I wish the survey had covered sexism. It is a problem in departments, schools, and administration.

don't feel confident in submitting "anonymously" ...anyone could be reading this and know who sent it

FSW has followed Edison's unethical and immoral practices. The President is disconnected from the Academia, the Faculty, and the Staff of the college. The poor character of the Administrative Leadership was allowed and supported by the President as he always stated he backed his Provost. The abuse of power and immoral behavior has fanned the incivility and dissonance within the college. The Human Resources Director, Equity Officer, and General Counsel were aware and complicit in the protection of the behavior of the Provost Dr. Stewart. The students, faculty and staff have been forsaken for Sports, Traveling, and personal gain. Fear of retaliation has been the governing force. The college also, needs to get a realistic overview to the contribution of Staff and not just Faculty in the governance of the college. If Staff job descriptions and the Faculty CNA are in opposition of each other and disrespect is fanned to achieve personal agendas there will never be a healthy work environment achieved. And last, but not least, some ethics and bystander training is sorely needed! Also, there needs to more input in the budget distribution by the Faculty and Staff, the financial maneuvering is outrageous!

FSW faculty members have not had a real salary raise in years. When the Florida governor took away the 3% employer contribution to employee pension plans several years ago, each faculty member got a 3% reduction in pay. Faculty have not had more than a 1% raise in many years. While the 1% is appreciated, our compensation, each year, is actually less and less when we factor in the cost of living which is not met by our very small raises. Professionalism sadly does not seem valued. A faculty member who always goes above and beyond in all aspects of the job is not appreciated any more than those who just do the minimum of what is expected. Many superior faculty do what they do for their own self-gratification, since few in administration notice or seem to care. Many faculty feel like sports are more important than academics and that they have not gotten raises because the president thinks coaches and athletic people are far more important. Since this is a college, academics should be more of a priority. Faculty are nervous about another change in upper administration. In the past, people like J. Stewart and C. Davis were appointed to their positions. Now, the college has an opening for a provost, and the person who is interim is excellent. But, in this situation, the college will endure a costly search. Most faculty doubt that a person of equal intelligence, integrity, and skill set to the interim will be found. Yet, faculty have not been asked what they think. No workplace is perfect, and there are many good things about working at FSW. The culture of complaining and the mean-spirit of some faculty make it hard for those quiet, hard-working people to continue to care. The bottom line, though, is that we are not paid very much and we work very hard and we care about this college more than we can say. Please compensate us for what we are worth.

I feel FSW is on the right course to serve our community.

Thank you.

I cannot give informed answers to some questions because I have no information upon which to base them. I am not certain what goes on at the administrative level.

A truly outstanding place to work! Students, staff, faculty and administration are all on the same page and understand we are working for the greater good of our students and community. There is an undeniable sense of family and genuine caring for everyone on our campus. In my opinion, the administration is incredibly reasonable, rational and supportive in all arenas. I love my job and look forward to it everyday. However, salary raises could be much better. Raises are not meeting the standard of living. There will be a foreseeable problem if faculty have to continue to teach overloads to survive; Eventually the students will suffer from their professor's exhaustion. If not the college will, faculty committee work and initiatives that make FSW special cannot not be sustained in the robust manner that makes us exceptional when faculty are trying to make ends meet.

I feel that administration needs to take a look at the nursing departments load assignment and compare the duties and responsibilities to other departments. I feel that the nursing dept does more than the average and is not equitable or just in comparison to other depts

Faculty salaries have not even kept pace with inflation. It is unclear where we are going as an institution. There is no overall goal and administration seems to be making it up as we go along. We have the same administrative patterns as in the Walker administration, in that favored administrators receive raises and new assignments, not necessarily based on the merits and their abilities, but based on loyalty to the administration. Faculty feel reluctant to speak out.

The entire administrative branch of the college needs an overhaul. There are not enough admins in some places and too many in others. There needs to be associate deans for each of the schools to help alleviate work load on the current deans. Many of the coordinator positions need to be looked at and re-evaluated to ensure that they are necessary and/or the proper oversight for the program or division. It also feels like there are too many administrative and administrative like positions that are appointed without faculty input and in smaller divisions or departments that can make a big impact on morale.

It's strange that there were no questions about faculty satisfaction with the climate created by the union or faculty senate

The President should resign. Jeff Stewart was not the first administrator to be removed or simply shuffled because of sexual harassment and misconduct. In fact, there have been four male administrators who have been fired or shuffled to other campuses because of sexual misconduct. The President appoints men into positions of power without faculty or staff input. Decisions are made and then we're expected to make those decisions work no matter what problems arise. The President's video response to the investigation and accusations against Jeff Stewart was appallingly bereft of any real information and made the incident see like an isolated one. The next day faculty and staff have to learn of the full accusations via the media and then the President takes a week long vacation without addressing any concerns. This school is fraught with weak leadership and is full of administrators who were appointed and not hired. Jeff Stewart was appointed to every position he held at this school. With the latest information that the President actually witnessed Stewart's inappropriate behavior, which previously he said he had only been made aware from others' comments shows that he does not take these issues seriously and that he put his concerns above the concerns of faculty and staff. If the President doesn't resign then Faculty Senate should call for a vote of no confidence.

End of Report