

THEMES EMERGING FROM COMMENTS

A wide variety of comments was received from 219 respondents. Among these, several recurrent themes could be identified and these are summarized below.

- The most common recurring theme concerned faculty salaries either not being nationally competitive or with salary compression and inversion experienced by continued faculty as compared to recent faculty hires. The two percent midyear salary increase for FY07 received particularly negative comments.
- Another frequent comment was the increasing emphasis on the importance of externally funded research as a means of academic advancement, paired with a perceived lack of institutional support for faculty wishing to conduct research. Such comments expressed a need for greater research support, especially from University offices that appear to emphasize compliance more than facilitating faculty research efforts.
- A major recurring theme was the perception that more faculty are leaving the University than are being replaced, thereby putting enhanced pressure for increased productivity on continuing faculty.
- Comments attributed primarily to faculty in the sciences and engineering addressed the need to complete the Science-Engineering-Research and Classroom Complex (SERCC).
- Another recurring theme concerned the need for faster action by the Provost's Office, with some respondents indicating that prospective new faculty hires were lost because of perceived delays in processing and obtaining approval through that Office.
- A number of comments dealt with issues that appear to be department or college-specific. In this regard, there were several comments concerning the disparity between the annual evaluation of faculty and the evaluation of deans that occurs only every five years.

