

AAUP 2022 February Faculty Google Survey Selected Responses

These selected comments reflect the major themes identified by faculty in response to Questions 2, 3 and 4 of UNCG-AAUP's February 2022 Google survey. Some comments have been slightly edited to preserve the writer's anonymity, but otherwise they are exactly as entered into the Google survey.

Question #2:

During the time you have been employed at UNCG what changes have you noticed? Have there been things that you feel have been lost (or gained) over the last few years at UNCG? Please be as specific as possible in describing the changes to systems, structures, personnel, etc. that you have experienced in recent years at UNCG. How have these changes impacted your work and/or sense of community at UNCG?

Larger classes, less prepared students (significantly), more assessment and bureaucracy that seems to take up time for no gain, many curriculum reforms, many new computer software programs for various things (constant updates/changes), less personal contact with administration, fewer intellectual events that build community, decreased support for research and research leaves, less funding for things, harder to get course releases for meaningful work, push to always be more and more productive with less

At first there was a lot of talk about a culture of care, especially in my unit. It seemed real. However, it seems to me that that has steadily eroded. I would not call UNCG a culture of care at this point. I say this for several overlapping reasons. First, the push seems to be to ask more and more and more of us. Time and energy are finite, not infinite. Second, I have thought many times that "culture of bureaucracy" would be more apt. What a waste of our time in all directions. Emails are out of control. All these electronic systems to supposedly save time merely pile nonsense upon us in ever greater abundance. I did not come into academia to fill in endless forms and navigate convoluted software systems. All this takes away from doing valuable work, with students, on scholarship. Third, this is micromanagement city -- or a culture of micromanagement. This only gets worse and worse. My suggestion is let us be professors and do that well. We do not need to be evaluated, re-evaluated, then evaluated again. Let us do our work.

We now accept about 85% of the students, incoming SAT/GRE scores are lower, a larger percentage of students leave UNCG prior to graduation, and average starting salary and types of jobs offered to our graduates are lower relative to our competitors. We were known for programs providing high quality education, particularly in fields with a higher proportion of women. UNCG was considered only behind UNC-CH and NCSU in terms of student quality; now we appear to be behind UNCC, ECU, and probably Appalachian State. Our recent history seems to be one of missed opportunities and a lack of a strategy to differentiate ourselves from our competitors. Diversity can be a strength but it is not a strategy today, particularly given all the other universities are more attractive academically and otherwise that are trying to attract minority students.

Faculty trust in admin. Shared governance.

Outrageous decision to cut contracts of NTT faculty instead of cutting unnecessary and expensive administrative bloat.

Steps taken toward greater diversity in faculty and staff. Definitely greater diversity in the student body. Additional student support services.

Additional research and teaching support for faculty and staff.

In the last few years, I feel that there has been much more support for professional track faculty from our tenure-track and tenured colleagues and from some Chairs and Deans. We have been welcomed as an essential part of the teaching, research, and service infrastructure of the university and as part of faculty self-governance by many of our colleagues. There is more attention to EDIA issues for students, staff, and faculty.

Gained a more diverse faculty, which has been praised nationwide. We have put ourselves on the map in the area of upward mobility. Our focus on community is incredibly strong. I have always felt that communication was incredibly strong at UNC Greensboro until this academic year. I have always felt that faculty was supported at UNCG until this year.

On a more positive note, the campus COVID response team has done an impressive job.

On a positive note, I think that some systems have gotten more efficient. Admissions, registration, and undergraduate advising seem well done.

There is no operating budget for our [research] facilities. Our unit is slowly being strangled.

When I first came to UNCG there was great optimism in my unit. Since then it has been nothing but a ceaseless parade of budget crises. Our unit is small and under-resourced, making research almost impossible.

Leadership styles has become more and more authoritarian at both university and school levels.

There is no regard for faculty well-being. We are asked to care about students but with nothing to support we who are also managing with death, loss, illness, and now job termination or uncertainty, all the while being required to do more (change your course every semester, create a new course, adjust your grading, take students to counseling, starfish like mad, publish more and higher quality, serve on more committees) with less (all travel money cut, all TAs/GAs eliminated, all adjuncts fired, lecturers terminated).

The "culture of caring" motto of UNCG is completely disingenuous. Who's caring about what for whom? It's an empty platitude.

There has been a continued conversation around enrollment but very little emphasis on providing resources to support this effort.

There has been a decline in leadership in the past few years at UNCG. There is a major lack of consistency due to the revolving door in key administrative positions. There is a lack of

understanding of the UNCG community and of how PT faculty are a critical lifeline to the university's operations.

I have no idea what is going on with upper administration. Nor do I have faith that my Dean, the Provost, or the Chancellor care about me and my colleagues' well-being.

I feel like our Chancellor is grossly overpaid and living large and does not represent me at all (or care). All upper Administration (Provosts, Assistant Provosts, Associate Provosts, Directors, Assistant Directors, etc.) are overpaid while SHRA staff are usually starting in positions around 35K.

We have certain administrators doing their best to beat back the effects of a national emergency with one more spreadsheet or one more workshop or one more meeting. Where are OUR and our students' advocates at the state level? On the news? Administration?

Faculty morale is low. Years of continual budget cuts hurt when they began almost 15 years ago and have now left teaching at bare bones with barely any scraps left to keep teaching afloat. We are tired and frankly angry that administration continues fattening its own pockets by adding more and more high paying positions while we are left in a concentration camp. Expectations go up while Faculty numbers go down.

Lost: Introducing too many IT systems and too many changes/'upgrades' of them; decline in proper advising of new students or students who haven't declared a major; admission of students who are not able to read and/or write; turning the library into a chat room/pizza party; that the library's real books are now considered disposable is beyond belief. This feels like I'm living in Ray Bradbury territory.

Increasing lack of regard for clinical guidelines provided by the unit. Lack of regard for dates and timelines established in the guidelines for the renewal process. The absence of written correspondence notifying [PT faculty] of their new appointment term. In the past the guidelines were followed and honored, and letters were sent to [PT faculty] clearly defining terms of appointment.

Initiatives feel very top-down. Like the esports thing.

As a [faculty member] and an administrator, I have experienced firsthand an increase in reporting to the point where I find myself dreading the inevitable 9/30 deadline in the fall and what is often duplicative efforts.

So many administration changes and administration searches gone wrong (Jim Coleman), leave me feeling like UNCG no longer knows who it is. The leadership no longer feels cohesive or invested in its people. While I understand the pandemic and budget cuts have been tough to manage and stressful for everyone, I worry that this is the beginning (or middle) of an end of an era at UNCG.

Faculty are increasingly left to fend for themselves in a DIY environment. So that's the first level. Above that, of course, are the stresses that the whole university has borne. Reduction

after reduction in state budgetary support, ever-increasing assessment and reporting tasks eating into the faculty's teaching time, and the transfer of virtually any imaginable function onto digital platforms that are often cumbersome and counterintuitively designed. Contrary to their billing, these programs are usually slower to operate in than the rapidly disappearing human interaction and discussion they tend to replace. Forced to spend most of our day online, faculty rarely converse directly, and the loss of community reduces knowledge and understanding of each other's work.

I have only just received an increase in my pay [small total increase over several years]. Now being told my multiple year contract will be reduced to one year. I love my job - working with students within my profession is such important work but I am currently feeling undervalued and used. I have a professional degree and licensure and could find lucrative employment elsewhere, but I do not want to leave because I love what I do and I am very good at it. If professional track faculty were let go, our departments would not run well, and tenured folks would have to transition into roles that would take them away from research and publishing - I cannot understand why the university would want to jeopardize their funding sources and production of research. Targeting professional track faculty with changing our contracts is forcing us to turn on one another within departments and it feels awful.

I've stopped caring and just do my job, knowing that I'm going to retire a a lot poorer than I should be. Since 2007, my department has shrunk to a nearly skeletal level. It's a real shame that the UNC system, once the pride of the state and nation, has sunk to the level of a junior college, which includes admitting students who can barely read and write.

I feel that teaching and learning has become more bureaucratic and more prescriptive in design and scope. This tends to erode a sense of academic freedom and passion.

For as long as I can remember academic budgets have been tight. When the economy is really good, we do not see increases in academic (teaching and research support) budgets; when the economy is not good, promises that things will improve when times are better. This simply has not happened from a faculty (instructional) perspective. When enrollment increases, budgets do not seem to increase in the academic areas (teaching); when enrollment decreases almost immediately the funds are decreased.

Shared governance is a great word, but at UNCG, shared governance does not exist with the university administration nor at the level of the dean's. I think some years ago it was better (Chancellor Pat Sullivan/Provost Ed Uprichard), but lately most faculty including see nothing that even approaches shared governance.

It is appalling that upper-level administration is not suffering any consequences of the state budget while the faculty and staff at the bottom either lose jobs, lose resources that directly affect our ability to our jobs, and incur more and more responsibilities. Morale is low, I'd say.

I have always been happy at UNCG. I have taught for several universities, and none have been a place I wanted to stay until UNCG. I felt that the administration had our backs. I felt valued, even when I didn't get a raise or when my class schedule was reduced. That changed last week. It took a very long time to become [promoted PT faculty], and the only benefit was

a longer contract. Now that's being stripped from us without discussion. It's incredibly disrespectful to people who do important work here.

Things are terrible. We had a 25% budget reduction over ten years ago. Since that time, there have been virtually no faculty raises, while inflation continues to climb. We make substantially less now than we did a decade ago. I did the math, and if I had received a 4% increase each year across this decade of no raises, I would be making 50% more than I do now. To add insult to injury, anyone who moves to an administrative position gets a huge bump in pay and continued raises. One year, our dean announced there would be no raises - except for people working in the Dean's Office. And while faculty salaries have remained stable, the workload has increased.

The lack of transparency and shared governance in the past 6 months has been egregious. Administration is making decisions without input from faculty. Many decisions seem to come out of the blue with faculty hearing about them upon an announcement from the university. More importantly, these decisions seem out of touch with faculty concerns and student well-being.

As a PTF member, there is also a sense of betrayal and bitterness. This shapes how I view my work and approach my responsibilities. A job and university that I used to love coming to every day is now dreaded. A community that I used to feel embedded in is slowly disintegrating in front of me.

During my first few years here there was also a crisis. While conditions apparently were viewed as normalized, working conditions and funding did not return to normal or pre-crisis conditions. A new crisis seems to be poised to make additional cuts and increase workloads again. This seems to be a cycle.

It seems to go up and down, but the waves seem to flow in the direction of too much administrative bloat, and fewer resources for the actual research/teaching mission of the university. Some of this is due to the GOP grip on the state, but the local priorities seem to follow an approach hacking away parts to survive. I don't know why our administration doesn't advocate harder for us; that's why they get the big bucks, after all. Why Provosts want to micromanage highly trained professionals is a mystery, but this is at least two in a row that seem to take that approach.

The biggest thing I think needs to change is for shared governance to actually be taken seriously.

As a result of these years of abuse by our dean and senior administrators, I no longer enjoy working as a faculty. I have become disengaged from my work and colleagues and unmotivated to perform at a high level. I have no interest in the important decisions that affect our unit and programs, students, and faculty. I continue to complete my work as required, but my heart no longer belongs to UNCG, as it once did. I hope soon to secure a faculty position in a different university where I am respected, supported, and valued.

Administration at all levels has simply stopped caring about faculty input on any issue. At best there is only superficial involvement, with deans proceeding to decide regardless of faculty input.

I have seen more talk about EDI initiatives in the past few years, but still, as a faculty of color, I have not really felt a whole lot of action towards retaining me. I am actively on the job market and will leave UNCG if offered another job. That should be a clear measure of my "morale" here.

Increasingly top-down administration and disregard of faculty governance; increasing channeling of funds based on what is perceived as more popular or likely to be popular (with little regard to questions of the university's core mission or role as a site of public education in the state); decreasing interest on the part of the administration in our role as a research-intensive institution and the faculty's role as researchers; the use of what amounts to junk data as a basis for making decisions; the bureaucratization and extended and timetable of decision-making such that we can't innovate (especially with the curriculum), so being driven by data-systems and the offices that maintain them and not the actual needs of faculty and students

From the great recession through present, it feels as if we've been told to "go the extra mile" and "do more with less" over and over. I recently appreciated hearing that the provost was letting a position go, though it meant less help managing her calendar. But that's not even close to the overwhelming expectations many of us face due to staffing shortages. It feels like administrative bloat has become worse and worse. Justin Harmon made excellent points in his letter to the Greensboro News & Record (Jan 19, 2022). Yes, we're all passionate about improving UNCG. It sounds like a good idea to hire another vice chancellor to "take care of that problem" i.e. budget and finance. But I feel like we need more support for the personnel who teach and work with students directly. More pay, more positions. Not laying off adjuncts and frontline ITS support workers. That's the opposite of what is needed.

It is quite striking the rapid change during the difficult transition between provosts in the past several years. The lack of transparency in administrative planning and decision making has made for a distinct change in tone. Even those who were dedicated to the institution (despite very low pay) have started to waiver in their allegiance, as one cannot feel a sense of willingness to sacrifice or do more than expected if it's clear that Faculty input or self-governance is being driven by finances, rather than the campus mission and history.

The biggest blow has been to morale. It feels we are constantly squeezed. To do more with less. To cut when there is nothing else to cut. We are all in survival and defensive mode -of our students, research, shared governance and quality teaching- with no space or energy to thrive or get excited about new ideas and possibilities.

Shared governance seems completely lost, and the faculty are demoralized. It seems that UNCG's Administration wants to pivot away from our mission—the one that made me want to be a faculty member at this institution—toward money-making fads like esports and cash-cow "professionalization" programs. Where is the concern for the intellectual life of the students?

Question #3:

What is most concerning to you about the current budget "crisis" and/or the way you have learned about it from University Administration?

The budget crisis appears to be highly curated by the upper-level administration. Yes, there is lower enrollment, so we need to balance the checkbook, but the cuts are going beyond that 2.5% difference to accommodate unspecified special projects by the new Provost.

Positions are being cut based on rank instead of job performance or student impact

It feels more like the institution is being run like a business and decisions are being made with no regard for core academic values or real buy-in from those whom the decisions will impact. Students feel reduced to butts in seats and tuition dollars, and faculty feel expendable. "Culture of Care," my ass.

There is much to be concerned about, but one issue that sticks out is the removal of overhead from departmental control. The overhead gained from writing grants is a real incentive for faculty, as individual faculty and their departmental colleagues benefit greatly from the additional financial support for research and conference travel. If the administration continues with this practice, it is easy to see UNCG faculty out-sourcing PI-ships (and the prestige and money that comes with it) to other universities. Why put in the time and effort required to organize a grant proposal as a PI when neither the faculty member nor their department will see any benefits of overhead? It makes more sense to be listed as Senior Personnel, do less work with the proposal, and still gain access to the grant funds, even if they are administered by another institution. The administration should think very carefully about this practice.

That faculty input, as the AAUP letter indicates, has been virtually ignored.

Basically, the message I get is to do more work with less money and less support. Informing people their contracts will not be renewed for the customary and expected renewal periods because we may need the flexibility to lay them off next year via mass email was unconscionable and unnecessary. As [an administrator], I wanted to talk with my people prior to the general announcement but was told I would not be permitted to do so. I'm deeply troubled by the decision to handle that difficult communication in such an insensitive and impersonal manner.

Cuts are not aligned with the desires of faculty, and it doesn't seem like they are hearing us.

There has been transparency, but too much in my opinion.

One-year contracts only are ridiculous.

What concerns me is that, if we are put on the 1-year contract -- we are now fair game for reduction in load. We were recently told that only faculty with one-year contracts could be reduced to a 3/4 load. I feel the decisions are being made from top down, and that the surveys are being used to make it seem as if all our opinions are valued.

Several concerning points: Lack of vision and leadership on how to recruit and retain undergraduates. We are one of only 3 or 4 campuses in the system that lost enrolment in the last 2 years, whereas all others gained students. Despite clear faculty feedback in the survey to retain staff and faculty and lose the admincritters, the admin took the opposite action. I have no confidence in the admin, especially the Dean: conserving admin is not going to add or retain students!! It's the faculty and staff who do the actual work. After they 'save \$' for a year or two by cutting staff, they will see the results in further student under enrollment and dropout. What then? Further faculty and staff cuts?

Job security

The massively bloated administration seems to think that the university exists as an administrative entity rather than an institution of higher learning. My concern is that the scale and scope of the administrative divisions will be largely unchanged, while teaching power will be reduced. This has serious human cost to those of us on the teaching staff as individuals, but also to the institution. As teaching quality goes down, retention will suffer, which will perpetuate the budget crises.

The faculty (and especially professional track this time around) take the fall on all of this - not the administration or depts who never see students. It's like that survey we completed never existed. What a waste of my time. This is wrong on so many levels.

Cutting faculty positions first is of the most concern. What a selfish act by the administrators.

The administration seems unabashedly content to cut costs where it's easiest--to those most vulnerable--despite the overwhelming faculty sentiment to the contrary.

The lack of respect, inclusion and thoughtful communication.

The budget crisis has been managed through closed door fiat by administration. Faculty are simply told the budget will be cut by x% without any specifics other than lecturers will be fired. Then they are fired, and you learn through the grapevine. The forums involving the Chancellor and Provost are as opaque as they come. No substantive information or ownership of the problem. The blame implicitly is placed on faculty for not grading easy, for not recruiting students actively, for not reaching out as a licensed counselor would to struggling students (by Starfishing them to death and literally taking them to student services) etc. More has been dumped on faculty over the past year to get us out of the enrollment crisis, when we did not know anything about this situation that has been occurring for at least 5 years and is squarely the responsibility of administration (especially admissions & enrollment). What have THEY been doing? Asleep at the wheel. Faculty are literally now having to recruit students, reinvent programs to make them more attractive, come up with marketing collateral (websites, branding etc.). This is not our jobs! It takes away from teaching, research, and community service. I think in equity, paycuts should be taken by all personnel above a certain pay level, protecting lecturers and low-level admin. This way we can preserve jobs. I said this in the last survey. Fallen on deaf ears. Even if TT faculty jobs are saved the workload will change immensely b/c there are fewer lecturers to teach all the classes and there'll be another year or two of cuts. And we have not been told that our research or service requirements are being lowered in any corresponding way. We

are asked to do more and more with less and less. Morale is pretty much in the tanks. TT faculty will leave.

It seems extremely top down and in complete contradiction to what the faculty had expressed in the survey. It seems as though the University administration already had their minds made up and had to "appear" as though they gave the Faculty a voice. I am concerned also, that this is antithetical to the emphasis on DEI when a majority of the Professional Track Faculty are people of color and women. The decision makes so budgetary sense unless it is a way to fire people or make people retire. It is shortsighted and will ultimately harm the quality of this institution and the experience of our students.

The lack of empathy and logic of the University Admin's decision making. It is clear they are not thinking about their committed faculty members. They destroyed the trust and cohesion of our community in one email (that did not include the fancy email header/border BTW).

The current administration runs the university on the business model - that's sad enough; however, they've also apparently lost sight of the fact that faculty members - aided by staff - deliver the university's only "product;" i.e., education. The students don't come to UNCG because of administrative meetings and the pointless (and endless) surveys, self-assessments and "starfish" reports imposed on faculty. They come - or came - for a quality education, a wide range of course offerings, qualified instructors, small class sizes and individual mentoring. If administration keeps losing faculty, course offerings will shrink, class sizes will increase, the quality of education will suffer, and enrollment will continue to decline. In the end, administration's shortsighted policies will destroy UNCG.

Lack of shared governance, no input from the ones of us that are impacted; extremely poor delivery (unprofessional and heartless)

I don't think it is the right time to be doing 'extra' cuts to fund pet projects. We are already cutting into the bone. What more do we have to give, and why?

The new professional track policy appears to indicate larger structural changes are coming, and leadership is not being transparent about this.

This policy will not fully go into effect FOR FOUR/FIVE YEARS when all PT faculty are off their current contracts. In other words, the policy is only going to give leadership discretion to fire PT faculty based on merit/contribution four to five years from now . . . Until then, if PT faculty need to be cut, it will have to be those coming off of a contract (precisely the thing we are trying, supposedly, to avoid) . . . This means that either the policy is inane or -- more likely -- that UNCG is anticipating the budget "crisis" will persist for the longer-term, when all PT Faculty will actually be on one-year deals . . . What is going on? What does leadership anticipate for UNCG's future? Again, what is the vision this policy is expected to enable?

There has been a total lack of transparency and very poor communication from the senior administration regarding the rationale for the budget cuts and even what cuts have been made. For example, my own overhead account was apparently zeroed out with no warning, and I didn't even know about it until I went to submit a travel reimbursement request. Programs are being cut

and NTT faculty are being put on one-year contracts, yet there is no apparent reduction in the administrative bloat on campus. Moreover, the whole reason for this budget crisis is the drop in undergraduate enrollment. Undergrad recruitment is a centralized University function, not something that is within the control of individual faculty. So why are rank-and-file faculty being asked to sacrifice when the senior administration, which is responsible for this enrollment crisis, continues to receive their excessively high paychecks despite their failure to maintain enrollment? Finally, the whole strategy of the senior administration seems to be focused on flashy new initiatives (e.g., "e-sports") rather than supporting faculty so that we can continue to grow our existing strengths.

I am concerned about paying my bills and having job security.

I see Higher Administration doing what they want to do, and money is available for whatever they need (Provost and Chancellor). This is as it has always been.

The most concerning thing is that there is still no answer for how programs will operate on less while also trying to be competitive.

There is no shared governance or transparency. They set the definitions and cherry-pick the facts they want to serve their position. It has more autocratic aspects than democratic ones. Return the important decisions to the faculty; upper administrators should be advocates for us, not servants to the BoG or political/corporate interests.

The programs that we run have already sustained significant budget cuts, which in our case can only cut student wages (since that's all we have in our program budget). Now, PT faculty have been hit with this cut. It seems that our university administrators are intent on cutting from those most vulnerable in the University.

Our Provost is wedded to using a software system somehow predicting and ranking student choice of majors, that seems to have no nuance except job placement locally vs nationally. Depressing to be back to the era of "butts in seats" (and still dumping on our so important fulltime lecturers) and "employability" (community college or a university?).

I feel terrible for my colleagues. Professional track faculty need security. this is awful.

I have learned little about our crisis from the mouths of our leaders. What I see is based on observation including another faculty cut here, another new administrative hire there, another multimillion dollar building project here and another cut to faculty support there.

I was recently informed that I will be losing 25% of my salary in the fall and the reductions are not equitable or across the board. The burden is being borne by individuals and not by the faculty/department as a whole. This is not fair and targets faculty with the least job security.

That those who spend the most time in the classroom - whose contributions have a direct impact on student success - are working in fear of their jobs. This will inevitably have a negative impact on job performance and the loss of skilled educators.

It is consistent with the following: A former employee of almost 30 years, who provided superb quality support services in photographic and other media, was 'let go' a while back with no advance notice. I consider this to be uncivilized.

I am troubled by the lack of reasonable response to a faculty survey initiated by AAUP. I am concerned about the push to remove [a unit's additional core curriculum requirements] without consulting the affected departments. It seems our top administrators are making decisions absent shared governance.

This academic year, it feels like faculty, staff, and students have been intentionally left out of the difficult budgeting decisions, even though they affect us greatly. This is disrespectful. We are capable of making difficult decisions for the good of the whole. We know our colleagues, students, teachers, etc., better than the administration. Why are our perspectives not important enough to hear and truly listen to? It feels as if the administration is once again cutting the easiest things, like staff and professional track faculty, instead of looking at the difficult but far more meaningful (and sustainable!) possibilities, like cutting back on the bloated administrative structure. The communication has been getting worse. They tell us the care about us, but they communicate through anonymous emails and town halls where we aren't actually allowed to speak. They ignore Senate resolutions and pleas for more involvement in decision-making.

This is a manufactured crisis. It's a reallocation of funds by university administration, nothing more and nothing less. It is not a state mandated budget cut as we have had in the past, and the math we've been presented with doesn't add up. Our enrollment decline as of the beginning of the "budget exercise" was only ~726 students, not enough to even scratch the surface of the cuts we have now received. And we have no idea (despite having asked) what the "unfunded commitments and innovation funds" are to be used for. It feels very unethical and unnecessary. Also, it seems really wrong for staff to receive a pay raise and a bonus, and then be RIF'd 1-2 months later. We are already understaffed without losing critical positions. Our leadership seems to be out of touch with the reality (and mission) of UNCG. Also, if the state does require a mandatory budget cut next year because of enrollment declines, I suspect the UNCG leadership will pass that on to the academic units as well, and we will effectively pay twice (3x if you count the "temp backfill" required for FY22) for the same declines. I've been stunned that the faculty hasn't spoken up about this before, because it looks like the beginning of a downward spiral.

Lack of transparency, lack of shared governance, and serious concerns about the administration's role in the decrease in student enrollment this year.

There were rumors prior to the communication via email.

It simply reinforces that I am not considered a "real" or valued member of the UNCG community. I'm something "other than" and "less than" actual faculty.

I've just learned numbers, percentages. Woe is us; we got a bigger cut than many other campuses. So represent us better to GA.

Lack of transparency; lack of compassion and understanding for how cuts impact humans; Administration seems to be using the "crisis" to consolidate power and undermine faculty stability and well-being.

I attended as many of the forums as I could in the fall and will attend the Faculty Senate Forum on Wednesday 2/16. I have observed that communication from the Chancellor, Provost and Head Business Officer is one-way, and their decisions haven't demonstrated that senior administration has listened to the campus constituents. Finally, I don't understand why UNCG senior administration deems it necessary to enact cuts and destructive policies, such as disallowing multi-year contracts for professional track faculty that will erode our shared educational enterprise, at the campus level. This is particularly troublesome because state cuts may be forthcoming in 2022-23.

I am concerned about this in a few ways. 1. Our administration decided to pursue our most vulnerable peers. The easiest choice. This same decision was made after the 2008 recession, and it was a disaster. Please feel free to look at news stories to find out more. 2. Faculty communicated our wishes through survey with the AAUP in how we wanted budget choices to be made, we were not listened to at all. We were informed that this type of choice was our new Provost's "leadership style" well if that is the case, then more questions should have been asked about this leadership style at the interview or a vote of no contest should be raised very soon. 3. How this message was delivered: You do not inform your faculty that you are changing their contracts via mass email. That is like using a chainsaw when you need a scalpel. Truly everything about this decision is mess.

No confidence. This decision was made without any input from the very people that it directly affects. This is a serious breach of trust. This directly flies in the face of shared governance. It feels like a slap in the face. Everything about this was handled poorly and inappropriately.

Nothing other than I knew all the talk about faculty input into the decision process was a "head fake" from the administration.

The fact that it is not a crisis and could be solved by creative leaders, if they were committed to prioritizing the academic mission of teaching and research over striving to please the bottom-line mindset of the businessmen who run the state and local Boards. But the courage to embrace and fight for the intellectual and creative values that really fuel the academic enterprise has to come from the top.

The university administration seems naive to how they are delivering information. Sending an email implying that we should be happy that we got a title change (which I did not care about) and that *maybe* we might get salary increases with promotion is an awful way to communicating. We are humans with families, mortgages, retirement plans.... we are not disposable. We are valuable to the university and more importantly to the students (or "customers" as some administration is now referring to students as). I am concerned about the lack of shared governance in decision making. Additionally, the university claims they care about diversity, equity and inclusion but they are implementing policies that harm the largest group of faculty of color.

The Administration has communicated next to nothing about the real situation as to why there is a "crisis" and what it's going to mean. Most of my contemporaries are years into their retirements, but I can't retire for quite a while because of my financial situation. At the same time, administrative BLOAT is everywhere apparent, sustained by an absurd increase in bureaucratic paperwork, expensive software that doesn't work, or when it does, seems like an instrument of surveillance. Everyone I know on the faculty is demoralized.

I found out about the reduction in my role/income during a faculty meeting when a spreadsheet representing the 2022-2023 academic year was presented. My situation was never addressed with me individually, privately prior to the meeting. I had to follow up with questions about my situation the day following the meeting in order to have a private conversation.

I have wondered what has happened to monies titled Covid Relief Funds. To keep our teaching faculty and instructional excellence for so many of us who taught religiously during those dangerous times, no relief is in sight. I also believe that many departments have had to rely too much on "soft money."

I am appalled that the very body of this university doesn't have a voice, or that voice is being ignored.

I'm not sure why we do annual reviews. They don't seem result in raises or other rewards and, especially relevant at this time, they don't seem to inform cuts. One wonders what the point of doing anything beyond the minimum is if your chances of being cut or reduced has nothing to do with your performance. Additionally, many of the cuts don't seem to make financial sense. [PT faculty] are, I believe, the lowest paid faculty. Reducing someone who makes on the order of \$40k to 3/4 only saves \$10k. In 2020, a faculty member in our department had offered to retire a year early to avoid cuts/reductions to lecturers, but we were told the cuts couldn't come from tenure track. Accepting that retirement and freezing the position would've saved way more (in salary & benefits) than the ~\$25k they got from reducing two [PT faculty] to 3/4. I want to believe there was a good reason for this, but one was never communicated, at least to my knowledge.

I do not see how UNCG can recover from these issues by constantly letting go the faculty who produce the SCHs that the university relies on for funding. It is a recipe for total failure.

Our dean said we didn't feel the first round of 4% cuts but we will feel the second round. We all feel like it is a slowly sinking ship.

it's split between the "we could never do better" of admin and "we represent teachers (except me) by the 'faculty senate'"

Most concerning is that we the faculty have not received concrete evidence of the budgetary crisis but have received top-down directives and decisions that will deeply affect our ability to teach, serve and research at the same quality as we did pre-pandemic.

Also concerning is the consistent use of "commitment to shared governance" rhetoric employed by the new Provost where in fact this administration has seemed the least transparent and respectful of faculty investment, expertise and well-being I've experienced.

The use of the phrase "student success" by the new Provost and her team seems to quickly have become little more than a shield to give them carte blanche to demand more and more of faculty, without consideration of contract expectations nor the aspects of a thriving university that are not directly related to earning money from tuition. By "student success", in the short term at least, is meant enrollment figures and tuition dollars. What's not meant is quality education that actually sets our students up for professional and life success post-graduation.

Andrew Hamilton's pursuit of the "DWF problem" is remarkably near-sighted in its strategy: he shares DWF data to Deans, Chairs and Heads with a command to "make these numbers improve", while the faculty who are teaching in pandemic classrooms and come with years of expertise in noticing what's going on with students and what kind of support would be needed to improve their academic achievements are being consulted or brought into the conversation almost as an afterthought. Hamilton says he is not asking instructors to lower our standards and inflate our grade even more, but he has given no evidence that he means something other than that.

That the administration is not doing anything to resolve it. Instead, it seems to be just an opportunity for a power grab by making even tenured faculty feel insecure about their future employment.

My own [unit] is vocal, and I believe my director has been as honest as she can be about the coming changes. However, I do feel like I spent the beginning of this year hearing that everything was basically fine. I spent a lot of time in meetings between last Spring and now learning that the enrollment numbers for my [unit] were relatively steady, in spite of Covid-19, only to be surprised with a big budget cut. We have cut budgets every single year since I came to UNCG. At some point, I have to ask if there is anything left to cut? I feel lied to about the seriousness of the situation, particularly when it seems like mixed messages. Raises have been approved (yay!), but also there isn't enough money, and we have to cut across the board?

The most concerning thing to me is that we have a state government that allows the education budget to continually remain below what is necessary to be equitable to PTF faculty across the system and below what our state needs to be competitive in general.

[My unit] has been very transparent - we simply cannot lose staff or faculty we already running beyond lean and with salaries below industry standards and workloads increasing were going to lose folk and with them their line. Supporting and educating students is our job and with every loss it becomes increasingly difficult

No input from others, no warning that this was coming, no acknowledgement of the hardship this places on programs as well as individuals.

The recent budget situation is a case in point. I feel like some Deans have been transparent, but others have not. I don't know if that is because those Deans are incompetent or if there is a lack

of encouragement of them to be transparent coming from the Provost. I would especially like to congratulate [my dean] for [their] ability to be transparent but still make hard decisions. The Professional Track faculty situation is a fiasco that was completely preventable. Why was this not discussed as a possible scenario in the Fall? The Provost seems to be intent on raising the teaching productivity of tenure track faculty but does she realize the consequences of that? Lower research productivity and service commitments. Those seem undervalued. And the method of informing the Professional Track faculty was a disaster. We are recruiting two new Professional Track faculty and that was already approved. How will we attract qualified candidates with these types of blanket pronouncements? They are not targeted to underperforming programs or anything that looks like a strategy that will ensure growth and retention.

I recognize that budget cuts are always difficult, and someone(s) will be impacted by decisions but something that impacts 50% of the faculty and will lead to job loss, lack of productivity, less diversity, continued decline in admissions, and a strained sense of community among those employed by UNCG, is not a wise choice. Faculty will leave, take early retirement, or won't seek to even want to be employed by UNCG for a 1-year contract. Would you move your family for only a 1-year contract? In addition, without job security, people can't give back financially to the community. They won't buy houses, purchase cars, take vacations, or any other extra spending that fuels the economy because they don't know if they'll have a paycheck after 1 year. This was NOT a smart economical decision. I'd rather take a small cost of living pay cut and have job security than more money and less job security.

Dropped on us without warning through an email. Is this because the Provost and Chancellor can't look us all in the eye as they relay this decision? No consultation with Faculty Senate or Deans - but the wording of the email notification was such that it suggested this was the case. Targeting our lowest paid and most vulnerable faculty members - disproportionately female and faculty members of color. We have a Chancellor's Fellow for Campus Climate, and the Chancellor signs off on this?!? What is the Fellow for Campus Climate being paid (again administrative bloat)? And is she not being consulted about issues like this, does she not care about them, or does she advise against them and is ignored?

"Cutable budgets" disproportionately affecting professional track faculty

The lack of sensitivity to departments essential needs.

I'm most concerned with the lack of a plan to survive the budget crisis. There doesn't seem to be a clear map on what is being done and why. Decisions are being made and faculty are being told it's related to "fiscal responsibility" without any concrete proof or explanation on why that choice was made and how it will lead us out of this crisis.

The arbitrary cutting of academic resources without faculty input, leaving untouched millionaire salaries of administrators

It's incredibly disrespectful. I already do all of the things tenured faculty in my department do-- and now I have a single year contract. Learning about it via email announcement doesn't align with "shared governance."

Lack of transparency or involvement of faculty in decision-making processes. It seems very top-heavy.

It's bureaucratic-speak for austerity measures. NC's pols want a world-class system as cheaply as possible.

Two things are happening at once. Yes, there is an enrollment decrease and some cuts were needed to accommodate this, however, the administration is taking advantage of this process to cut more than necessary. They are clawing back overhead and other resources that faculty worked hard to obtain. I am skeptical that the solutions devised based on current data are appropriate. Drastic decisions should not be made based on anomalous performance and unique circumstances.

The persistent message has been that we are in a "crisis" and that the situation is dire. Such messaging is inherently demoralizing since it is not matched by an equally strong statement of a positive future to which to look forward. There is only so much that faculty can do to support students without themselves being supported. Incentives for faculty would help, such as raises. Additionally, for new faculty, the administration's messaging of a "catastrophe" says to us "you have no future here." How are we to get to tenure without research support? without course releases?

The "crisis" seems to worsen every time there is news. We started the year knowing that budgets would be cut to the bone and have been working under that hanging sword all year so far. Then we heard of plans to lessen the language requirement at UNCG, which is really just another budgetary measure, one that would gut the humanities. It felt to many of us that the administration was using the budget crisis as an opportunity to do still more destruction to non-STEM programs.

I don't think we should be bombarded (or slowly fed) dire warnings. I think we should all be open/transparent and honest, but it also doesn't take a rocket scientist (do we have any of those on faculty?) to figure out that the hammering of faculty and staff with negative messages affects morale negatively.

That message last week indicating that multi-year contracts are being abolished was like being sideswiped by a runaway train, and I'm not even directly affected by it. If Professional Track faculty are eliminated, our operation will be devastated. In fact, it is those faculty who offer maximum flexibility in the system, but they also show loyalty and longevity and grace under fire. We should be rewarding them, not haunting their dreams.

I wish the dire words like "crisis" could be dialed back. We've had so many budget crises over the years that I'm both shell-shocked and suspicious of the dire warnings.

Lack of transparency/ always being in limbo and never notified about renewal or renewal

Our Dean has been very clear in communicating the current budget cuts and the potential for future budget cuts. I am concerned that we will not be able to recruit qualified faculty to fill the

many faculty and administrator holes in our unit. Regarding my role, I am disheartened by how the budget cuts have decreased our travel and faculty development funds.

The faculty asks for transparency and involvement; what we get is a heavy handed and top-down administration.

Lack of integration/cooperation between departments and schools. There are several redundant courses being offered across the campus that could be consolidated into one course. Also, as someone from business and industry, I am astounded at the lack of foresight from our top-level. Universities are supposed to have the smartest people and yet, there is no contingency plan for budget cuts. It is chaos around here, and morale is very low. Non-tenure faculty have not received contracts for 2022/23. The top-level seems to lack any strategical thinking - oh, but don't we have professors that can help with that? There are many ways to reduce costs other than firing people. Firing people is short-sited and reactionary. I would expect that with the amount of education our top-level has, they could come up with better ideas than firing people or they could ask for suggestions.

Since last spring 2021 when everyone knew there was a budget crisis, there has been little effort to seriously involve faculty in the resulting difficult decisions regarding the impending budget free fall. Admittedly, the Faculty Senate and the Senate Budget Committee are also at fault for not being vigilant enough in reaching out to faculty and advocating for "real" faculty input in confronting serious repercussions of administrative budget decisions. The idea that professional faculty and staff on contracts will have to go onto 1-year contracts is outrageous and counterproductive to long-range planning. That should be obvious. UNCG has a history of knee-jerk planning without serious faculty input going back to the Linda P. Brady years. Administration is so fixated on getting every ounce of faculty teaching/mentoring workload combined with invisible and merit-less service expectations that include forced faculty training and development mandates---that it allows zero time for faculty to participate in shared governance. The people in the teaching trenches could add great insight on how to do more with less in a budget crisis if they were added to the university dialogue in meaningful rather than superficial ways. Entire long-established degree programs are on the chopping block or going on hiatus. How will those initiatives encourage future student recruitment? Is anyone thinking these issues through carefully? If so, why is there not more transparency in how these decisions are being made and specifically who is making them?

Either the administration is not truly competent, or it is strategically trying to lower the instructional quality at UNCG.

That our budget crisis this time is not a consequence of NC loss revenue or NC politics, but entirely a UNCG responsibility.

As someone who already earns a lot less than most colleagues in the same field at other institutions, this whole discussion of salary cuts makes it crystal clear to me that I don't have a significant salary raise in my future.

...isn't there a \$200 million development thing going on now?? It amazes me that fund raising can't soften the blows provided by year-to-year dips in enrollment and tuition dollars...

The change from multi-year to single-year contracts for professional faculty is a nightmare.

I'm very concerned about the proposal to slash language requirements for undergraduates. It is obviously a ploy by certain campus leaders to gut departments and increase graduation rates, even if it means that students are ill-prepared to face the "real world." There are serious financial implications if this wrong-headed proposal goes through.

Admin speaks as if we'll get back on track in a few years instead seeing a fundamental shift in higher ed

That women, marginalized, and BIPOC faculty are going to suffer the most - DO BETTER ADMIN. Also, that University Administration seems to be turning the student retention and DFW problem into an academic unit problem for us to solve, when our students are a majority first generation, BIPOC, low income - it's not faculty or academic department fault, it's admin's fault, but they seem to be placing the blame with us

The lack of communication/collaboration from the "top" down as shown by the Dean of [my unit] trying to push through changes to [additional curriculum requirements].

Bad data, lack of transparency, decisions being bad with no context and bad data

I do not trust the administration to act in the best interests of the university and its faculty and students.

I don't have concerns about allocating cuts by percentages, nor communication so far. But the loss of personnel, especially student workers, is very concerning. Has there been any discussion of voluntary work and pay reduction, with real and actual subtraction of duties and services, to offset budget shortfalls? Some people might welcome reducing their time/load.

There doesn't seem to be a clear plan and the engagement of a "panic mode" at all times is unsustainable. We need to have honest discussions about what's being cut. If administrators pretend to put a positive spin on painful cuts to curriculum, faculty or staffing the community members are smart enough to know it's financially driven. But the dissonance between the messaging and lack of control felt will turn dedicated intellectuals away from UNCG. Even teaching oriented faculty are feeling overburdened and pulling back with their generosity of time or going above and beyond.

No shared faculty governance and transparency. Only top down decisions. Mostly affecting the humanities. It is the corporatizing of a university in slow motion.

I feel helpless. I feel as though, despite all the talk about "student success," the budget situation is significantly impacting our ability to serve and support our students. But worst of all, I feel as though faculty have very little input on proposed budget-reduction measures.

Question #4:

Is there anything else you would like to share about working at UNCG in 2022?

It's unclear to me who is in charge of making decisions or what their vision is for the future. The Chancellor only emails us with bad news (like when someone dies) or the men's basketball team is on ESPN. It feels like we are taking Giant Steps backwards. Where do Andrew Hamilton and Debbie Storrs want us to be in five years? Ten years? Do they even have a vision? We've had four provosts in less than two years, and at least that many Registrars in the last four. We didn't have a permanent enrollment person for how long? While I hate administrative bloat as much as the next person, stability is key to making ANYTHING work and for building a sense of community, and it makes me wonder what is going on when we keep either hiring people who get fired after a short time on the job (Jim Coleman, Dean of UNCG Online) or who leave after 6-8 months and turn important offices over to more interim folks who are likely doing their OWN jobs on top of the interim one. What if all these budget and retention changes ... don't work? What's the next step? Why hasn't the artificial separation of BS and BA degrees been rescinded? It's not a system wide policy -- what's the data on that policy helping retention and four-year grad rates? How close are we to simply having to pass every student in their first two years? We have a crisis of leadership here and no one to look up to for guidance or assurance that we can get through this with some sense of identity intact. With all that said, the folks who make the budget decisions and who mismanaged finances and lowered admissions standards to the point that we are entering a death spiral of retention and budget cuts bear a significant share of the responsibility for the, to quote Provost Storrs, "dire" situation we are in now, we the faculty are not blameless in this. We create plenty of problems here too. So we need to tread lightly and place blame where blame is due, even if, for some things that are dragging our campus down, it's our fault.

Get rid of terrible leadership!!! No vote of confidence to Chancellor, Provost and Dean of [my unit]

I find there's a lack of leadership from department heads and deans. There should be more advocacy and political pressure from department heads.

It's exhausting and a complete waste of time for our department to justify its existence and value on campus. Has a vote of no confidence for the upper-level administration been considered by AAUP? Thank you for all of your work on the faculty's behalf! Very grateful for all of you and your diligent work.

So many recent decisions have been made without the best interest of faculty, staff, or students. For example, the new [my unit] major was pushed through without vote or sincere representation from the [unit faculty]. Any town halls were set up in a defensive manner that discouraged open and honest communication. Yet another example of decisions being made with appropriate consultation from the very people it impacts. It appears that personal motives of the leadership are driving decisions and agendas, not the shared governance of the people. It is terribly alarming and disturbing. UNCG is nothing like it was when I arrived 4 short years ago. It is disappointing.

Also, the idea that the “faculty senate” has meaning is super precious when viewed from an outside-the-ivory-tower POV.

I am willing to do my part. I am willing to pull my weight. I am willing to help out and cooperate. We are all on the same team. More and more I see many failures of leadership. In a pandemic, in a budget crisis, we would hope for good leadership. What we largely have been getting is a top down (even draconian) approach to Covid measures and course scheduling etc. Good leaders, in my opinion, build and maintain teamwork. Good leaders are in frequent contact and explain the challenges, ask for input and cooperation, and inspire a cooperative group approach. Good leaders express that all members of the team are valued and valuable. In my opinion, these qualities are largely lacking. I am very disappointed in the higher leadership of UNCG. This "contract crises," again in my opinion, has had the effect of undermining faith and confidence and greatly harming morale.

New vision needed
a campaign for no confidence for the upper administration to be started

I have also been disappointed in Provost Storrs leadership because she makes decisions unilaterally instead of collaboratively.

It's very disheartening, not because of the students and faculty (which are majority great) - the administration feels like it's scolding us all the time, when we're doing really great work with less. The new provost only even sends out emails punishing us or scolding us, she is making professional track faculty miserable, she's merging units after being here a very small amount of time. I assume we'll lost a lot of good faculty during this time because of how administration is treating us, which is a shame.

It has become painfully, painfully clear in the past two years with COVID that the administration of this university does not care if we live or die. That sounds dramatic but given the absolutely heartless response from HR and the higher ups on campus it is obvious that we are completely disposable in the eyes of senior leadership.

Many faculty members will leave UNCG due to this Administration's agenda but, before they do, I hope that they will cast a vote of no confidence for this provost.

I'm looking for other jobs. I can't continue to operate under constant fear for my job, loss of my (already lowest in the entire UNC system for my department/title) income, or that our department is going to be closed at any time, or that we'll lose our major, or ... every year has brought fresh horrors, and I'm losing hope that it will get better.

I have been looking for work elsewhere for some time, even though I'd prefer to stay at UNCG, as I enjoy interacting with my faculty and staff colleagues and students. It just feels like hasty decisions are being made with little understanding of the human situations and relationships and goodwill that make a university effective. I see this as part of the death throes/birth pangs of the 21st century college. Just sad how little the actual academics in this academy seem to be respected or feel in power.

It feels like a sinking ship. Students are amazing and I believe in the mission of educating first-generation, immigrant and low-income students. I would like to stay but I have started looking for a job.

I'm looking for other positions, both within and outside of academia.

I no longer have any motivation at all to conduct research, to publish, or to participate on any committees. I'm actively looking for another position at another institution.

I (like probably many others) have started looking at jobs at other universities and even out of academics to I feel I can make a better impact and not be fearful of budget cuts and losing my job.

It's hard to imagine a future here and I am actively seeking employment at other universities. Additionally, as much I would hate to leave academia entirely, I can't rule it out either.

I'll be glad to leave.

I'm tired. I've worked hard for this University--I knew the job when I took it wouldn't be tenurable and I made peace with it. But this is truly a denigrating move on the part of administration. It shows how little they understand workload at this school. If our department's professional track left, it would be a problem.

The 2021-22 academic year has been by far one of the most emotionally draining experiences I have ever endured in my [20+] years as an educator. We are operating in a pandemic and to have the University Admin essentially knock the wind out of PT faculty has sparked a lot of fear, anger, and it has made me question if my values align with where UNCG is headed.

More challenges and less resources
Demoralizing. Like a slap in the face.

Overall, I'm happy here because of the research and teaching opportunities I have and the great students and colleagues I work with. But my satisfaction is despite, not because of, the University's leadership. If we had more inclusive and participatory faculty governance, I believe this could be a truly great university

Please note that I could not think of one positive in completing this survey. That is sad and certainly says volumes.

UNCG has such great potential. It is very sad to see its current direction.

I see there are major morale problems among the faculty and staff and I see the administration seemingly doing nothing to address this issue.

It feels like a place of fear, not promise.

I think we handled the pandemic very well - strong leadership and excellent student compliance - but to have this announcement and in that matter when we are still reeling from the pandemic is disrespectful, hurtful, and unnecessary.

Morale is low, very very very low.

I am tired of the platitudes about our mental health and caring for our faculty in one breath, and in the next cut, cut, cut. It's extremely disheartening.

Overall, I'm happy here because of the research and teaching opportunities I have and the great students and colleagues I work with. But my satisfaction is despite, not because of, the University's leadership. If we had more inclusive and participatory faculty governance, I believe this could be a truly great university

Please note that I could not think of one positive in completing this survey. That is sad and certainly says volumes.

I am experiencing a great deal of anxiety, more so than ever before. There seems to be no end to "crisis mode." The administration should have given faculty more time to recover from the trauma COVID placed on research and the increased effort required for teaching before attempting to make sweeping changes. Many of us are working extra hard to accommodate students. Rather than increasing workloads and requiring more reports and assessments at this time, faculty should be supported in these efforts since ultimately it is student success and retention that determines funding.

I find it incredibly anxiety producing and think the lack of concern for things I care about clearly present in Raleigh is increasingly mirrored by the administration of UNCG.

I do not feel like I am safe or valued, even with tenure.

I'm very proud to be part of this community. And I appreciate the passion and enthusiasm of others around me, though I'm so tired.

It is exhausting and draining

I question if we are acknowledging and addressing the intense stress that our faculty is feeling in any sort of way that is healthy.

I like my colleagues, my students, and the campus, but overall morale seems at an all-time low.

I have loved working here, and always enthusiastically gushed about UNCG as a wonderful workplace for many years. I no longer feel that way. How can we improve morale?
I hate it as I'm sure do many other faculty members. We are mentally and emotionally done.

It's stressful, and sometimes I feel like higher level admin is plotting against us.

I was once proud to be here, and I have lost that feeling. The situation is beyond precarious, and it causes me to want to seek employment elsewhere, and possibly outside of academia because there is no commitment by this Legislature, or these administrators, to advocate on behalf of faculty, research, teaching, and service.

We need to focus on supporting our students more. It appears that administrators sometimes forget the reason we are here.

I've always loved teaching my students and UNCG. Now I feel like I am dispensable and that's very disappointing after a [20+ year] 4/4 teaching career. If reductions are inevitable, then they should be distributed equally and not targeted at professional track faculty, who actually teach the lion's share of the lower-level courses

Everyone (in all the world) is feeling defeated, upper administrators included. I get that. But after having worked for more than a decade at UNCG, I feel like the University administrators are privileging the bottom line over everything else and will continue to do so apparently. I understand it's a business, but it's a business that's focused on helping our students to lead lives of choice and treating our students and faculty with such little care should embarrass them.

I still love the students and my colleagues but have little to no respect or trust for administration.

I'm exhausted. We keep soldiering on as though the pandemic hasn't wreaked havoc in our lives. We talk about the trauma and difficulty of the past 2 years, but only in a superficial way--acknowledging that it exists but then blowing right past it. It seems as though we continue to do things the same old way, they have always been done instead of examining the radical changes the post-pandemic world taught us we needed. I understand that institutions require money to run effectively, but I question whether we are actually making the right choices about who is benefitting from the funding that is available.

Please find the resources to properly support what we are doing here

Ten years ago, I would have never believed that UNCG would lose so much stature in such a short time. I look at a largely empty new School of Nursing Building (with its faculty leaving by the dozens) in reaction to what appears to be a history of poor administrative choices. I learn about adding e-sports for millions of dollars instead of supporting existing crucial and vulnerable programs. I see run-away budgets in athletics at the expense of the integrity of higher education. What ever happened to the decades earlier promise to more comprehensively support the arts on this campus? If my perception is faulty, it is because of a lack of transparency and regular communication by upper administration to enlighten us. We need more than just rumors or campus news week articles to run a university.

After two years of teaching and service and research through a pandemic, there is very little appreciation for faculty shown other than platitudes and small things here and there. The best thing about this place currently are our students who we are devoted and dedicated to uplift.

I wish it was getting better, but I find myself counting the months until I can afford to retire. Same thing with elementary, middle, and high school teachers. If you aren't lucky enough to

work at a private school with a fat endowment, then you are treated like dirt and continually told to do more with less because we are not valued by the administration. Retirements are not being replaced with tenure track lines because contingent faculty are easier and cheaper to exploit. Our students suffer, and the admin lets them know it's the fault of the faculty and we need to show more "grace" and be more flexible with our students during the hard times. Almost every Professor I've known for [15+ years] bends over backwards for their students (unless they barely teach because of their endowed chair positions) and we are still thrown out as cannon fodder anytime there's a complaint. The students know they will be coddled instead of educated and they are literally shopping around for the easiest and cheapest way to get a degree.

We ignored undergraduate education as a university to chase higher funding in graduate studies, and expanded the number of graduate programs, all while being more concerned about enrollment than quality. Faculty did this because that was the short-term priority of administration. Without the foundation of high-quality undergraduate programs, it will be impossible to have high-quality graduate programs.

SO much. But it's systemic, and comes from a combination of gifting legislators, and neoliberal technocracy run wild in academia for decades. "Experts" are not and are doing irreversible damage.

We all understand that our students are suffering a lot from the general atmosphere which is evident by the mass numbers of stop-outs and poor academic performances. But I don't think that we have recognized that faculty are equally traumatized from the past few years. We aren't supposed to show it because we are the "parents" in this relationship. But all the students flailing and requiring mental health services has an equal counterpart among the faculty and staff. I think we are struggling the same amount--but we show it differently (and hide it as much as possible).

I graduated from UNCG [within the last decade.] UNCG launched my career, and I was always proud to be an alumnus. So proud, that I left a tenure track position at another university for a PTF position at UNCG just so I could work at the university that I loved. I've spent [5+ years] pouring my heart and soul in a program and a university that gave me so much. I made sure that each of my students knew what UNCG did for me and the impact it could have on them. I shared my personal successes in hopes of instilling in them the same love for UNCG that I had. That has all changed. I do not have the same passion and loyalty for this university that I used to have.

I love this place, but it is becoming a very difficult job with an ever-increasing workload. I work about 60 hours a week and can never get it all accomplished.

I really value to history of UNCG as Women's College. There is a history of valuing a liberal arts style curriculum and mission at a large university. If we loose sight of this history, we will loose the identity that keeps faculty dedicated to this institution. Once lost, UNCG's identity as an institution that is distinctive and dedicated to humanist pursuits will not be easy to regain. So, let's be thoughtful and open in our decision making, together.

The work that I do has been recognized nationally and internationally but hasn't really been acknowledged at my home institution. boggles the mind.

I truly enjoy working at UNCG and hope to continue. My colleagues are supportive, and my students are a pleasure to work with. But I believe that amount of power given to the Dean's is hindering changes. Schools should be run by department heads and tenured professors, and all should have equal say. Every decision should be prefaced with, "how does this meet our mission statement?" We must all work together to solve problems and overcome challenges.

I have stayed at UNCG for [15+] years, despite suffering from salary compression. In the last several years, I have received minimal salary increases, and now earn less than some of the newly hired faculty in my unit. I also earn close to what our newly tenured faculty earn, despite being tenured for [10+] years. Although salary is not a primary reason for my dissatisfaction with UNCG, it adds to my feelings of being undervalued and unappreciated at this University and in my unit.

The lack of transparency and demands from administration are despicable and reprehensible. I am counting the days to finish my work here. My 100 plus hour commitment to the community, the events I organized for students and the tireless work I have done mean nothing. I am just a replaceable number to administration. Lastly, with the late notification of positions to be cut, faculty are at a disadvantage as most hires for next year are already made. Lastly, UNCG offers nothing in the area of PD or help for colleagues who have not been on the job market for years. Even the most corporate entities help staff who are being cut find other opportunities.

UNCG is a special school, one known for an emphasis on the arts and humanities. I have also worked as a [STEM-field] teacher, and so have a foot on either side of the STEM-humanities divide. It will not serve our institution to cut the humanities back.

I want to stay at UNCG because I like the population we serve and I find our students to be inspiring, they manage to work, maintain families, AND study all at the same time. But I worry about my ability to get tenure if support for faculty keeps dwindling

This decision is going to result in a mass exodus of Professional Track Faculty and an inability to hire replacement Professional Track Faculty (who will be needed). I anticipate that tenure-stream faculty will be asked to teach more, which means that those of them who can leave will. The only people left will be those who are so close to retirement that they are just going through the motions until they can get out and those who are so bad that no one else will hire them. The writing is on the wall. UNCG is going to plunge into the abyss.

Why was this considered the "smart" budget cut decision over other options? I want to continue my employment and growth here at UNCG. I truly hope those who are making decisions ensure that what they decide is really what's best for UNCG and not what's best to line the pockets of higher administration who make well over \$200K. It's hard to feel sorry for someone who has job security even with a budget cut over those of us who don't. Just because they have a higher position, does not mean that they have a higher degree/education. It just means they are in a different role to make the university run.

We are a strong university. I have been through budget cuts many times in my academic life. It is not fun. But it can be done humanely and with compassion. This Professional Track decision had neither of these elements.

seems to be less student centered and more money center

The Republican legislature clearly hates us and seems bent on destroying what was once one of the best university systems in the country.

I love UNCG, the students, my colleagues and teaching/mentoring/advising/serving. I want to be here for the rest of my career... please value me.

I love my job....I love my students...I love my colleagues....I hate to say this but I don't trust the administration worth a hoot.

I thoroughly enjoy working here at UNCG, but like all institutes of higher education we have issues of administrative bloat. You have a resigned provost and a resigned library dean here making more money than 10+ clinical faculty members added together. This system needs to be rebuilt. Why are people getting paid absurd amounts of money for not doing their jobs? I am using this last section to vent, but it is frustrating to see this occurring in a school I truly love.

I have learned that 'student success' means nothing and bringing in more research money while artificially inflating grades is the only way a department can get ahead. I have colleagues that currently are inflating grades to avoid the wrath of the administration after they watched how professional track faculty were treated that specialized in best practices and went the extra mile to ensure students could succeed without sacrificing academic standards. The feeling among faculty that I talk to is that UNCG is a big business - we are all dispensable/replaceable except for those at the top who make decisions.

I think we deserve a fair account of Gilliam's compensation package and how it has grown each year, both in his real salary and in the housing benefit he receives, to compare it to how most associate and full professors' salaries haven't grown, not to mention the tremendous number of staff with pay stagnant under \$40K.

I love this university. I love my students. I love my colleagues, both faculty and staff. I feel like I am part of a genuine community. But there is only so much I can give to that community without fair treatment in terms of salary, contract length, institutional support, and general respect. I want to keep my job and keep loving my job, and I don't think that's too much to ask. I'd just ask the administration to trust the faculty, staff, and students of this university to know what's best for us and to do the right thing even when it's hard. We should be a part of decision making, not shut out until we're told from on high how unvalued we actually are.

I understand mental health is a concern for students (and faculty). However, I am not in favor of professors taking on the role of therapist or counselor. Similarly, the overt suggestion that faculty should retain students in their classes, even when they are failing to do the work, is demeaning to the university

I love my job. I would like to retire from this position when the time is right. In the meantime, I want to continue to be empowered to create the best learning experience possible for my students. My department and school leadership have done a good job trying to minimize anxiety amongst their team. I haven't started floating my CV yet, but if UNCG continues to marginalize the voices of one of the larger segments of their teaching population I may be forced to do so.

It's so hard on everyone and we have less community because people are having to hunker down and deal with their own families/crises in this pandemic setting. I think kindness and grace is in desperate need.

Death by a thousand cuts is torture. That should be UNCG's new motto.

I would rather rise up in a great protest in our streets, including Raleigh, or maybe I will walk away and find a better quality of life- I am tired of this rule by fear. I love it here and am deeply appreciative of my time at UNCG. I feel a real dedication to teaching. However, we do not have the resources we need now to do the job correctly (mental and physical health, teaching resources, computers, pay, insurance) and I and my colleagues are expected to wear all of these "hats" that we were never trained to wear. Our wiliness is ebbing.

I agree that there had to be better ways to approach this than unilaterally not renewing contracts for an entire class of faculty, particularly one that is more proportionately diverse and has the much higher burden of student instruction.

I love working here but am woefully underpaid compared with the rest of the industry. As part of the [unit] they need to understand that we can 'jump ship' and make more any time.

I was very hopeful until now hearing about the 2nd round of budget cuts. BTW, how does limiting length of contracts (and amounts) amount to money saved for cuts? That has not been explained.

I like working here, and I would like to continue doing so.

There are disingenuous requests for faculty feedback by administrators. Since I have been at UNCG, faculty feedback has been largely ignored.

strengthen shared governance practices, university leaders should come out of their office, visit every unit, and take reasonable teaching/research load.

I occupy a position of leadership in my department. I've never been more ashamed to tell our professional track faculty and part-time teachers how low their pay will be; how little the university seems to value them and their immense workloads; and how deaf the leadership at UNCG has been to the faculty's clear messages.

It's not good and going to get worse in the fall with the loss of colleagues and all our discretionary money (for research, to attend conferences, to have a TA) has been eliminated. How do you squeeze blood from a turnip? You kill the turnip and drain blood from the corpse.

Up until this point, I have been proud to work at UNCG. I have always felt valued and that my work is essential to the department. This is no longer the case. I feel devalued and dismayed ever since this email was shared. There was no conversation and no transparency. I believe the repercussions of this decision will be detrimental to the institution.

There is now strong pressure from [my unit] administration toward grade inflation. They're not being explicit, but instructors' DFW rates are now being tracked and, as of last semester, we're being asked to "justify" in writing rates higher than 30%. Personally, I feel betrayed and insulted. I'm disposable and, apparently, I should ditch my professional standards in exchange for high retention rates.

People made life decisions based on the professional track policy and that is being disrespected and devalued. I left a tenure-track position to become professional track faculty at UNCG. It was largely a family decision, and I had doubts about its professional implications. That said, until last week, personally and professionally, I have not regretted the move for a moment, nor looked to move elsewhere. But I do have a family . . . and had this been a one-year deal from the start, I would have had to be on the job market since I arrived. For years I have forgone other opportunities in part because of the security I thought I found with the PT line. That security is obviously gone now.

The new professional track policy could ruin the community my departmental colleagues have worked so hard to establish. My department is highly functioning and dependent on professional track faculty. I'm not going to take up space here by breaking that down. But by dependent I mean dependent. We are worried, sad, frustrated. This change puts the structure of our workplace, our tight bonds, our culture of care, and our collaborative ethos under threat. It is not good for morale, to put it kindly.