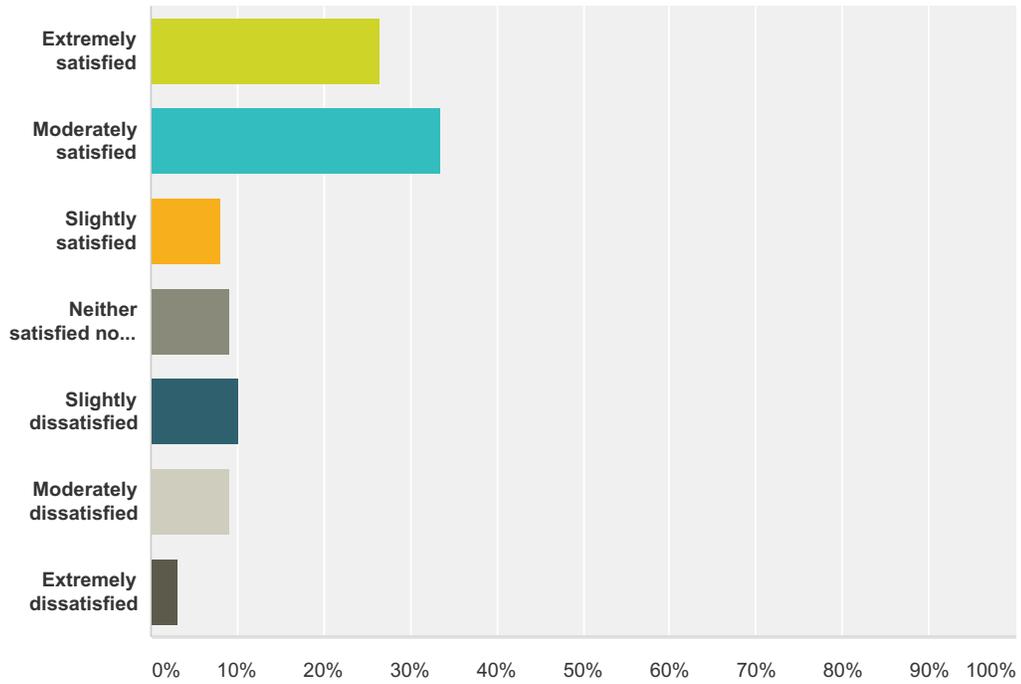


**Q1 Overall, are you satisfied with the way your career has progressed at FSW, neither satisfied nor dissatisfied with it, or dissatisfied with it?**

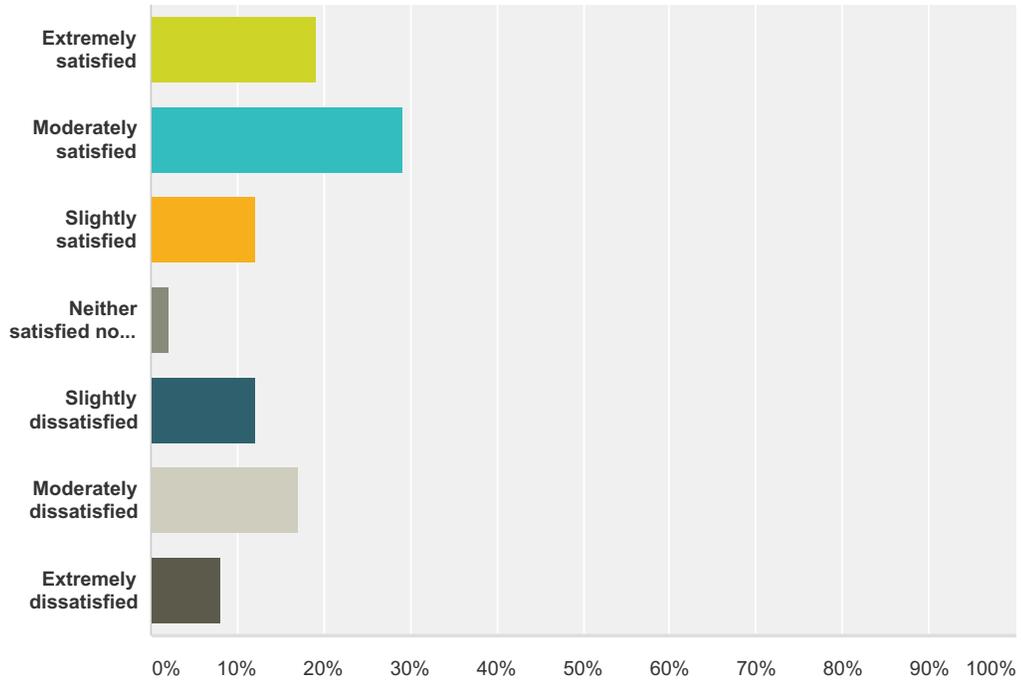
Answered: 98 Skipped: 2



Answer Choices	Responses
Extremely satisfied	26.53% 26
Moderately satisfied	33.67% 33
Slightly satisfied	8.16% 8
Neither satisfied nor dissatisfied	9.18% 9
Slightly dissatisfied	10.20% 10
Moderately dissatisfied	9.18% 9
Extremely dissatisfied	3.06% 3
<b>Total</b>	<b>98</b>

### Q2 Overall, are you satisfied with FSW as a place to work, neither satisfied nor dissatisfied with it, or dissatisfied with it?

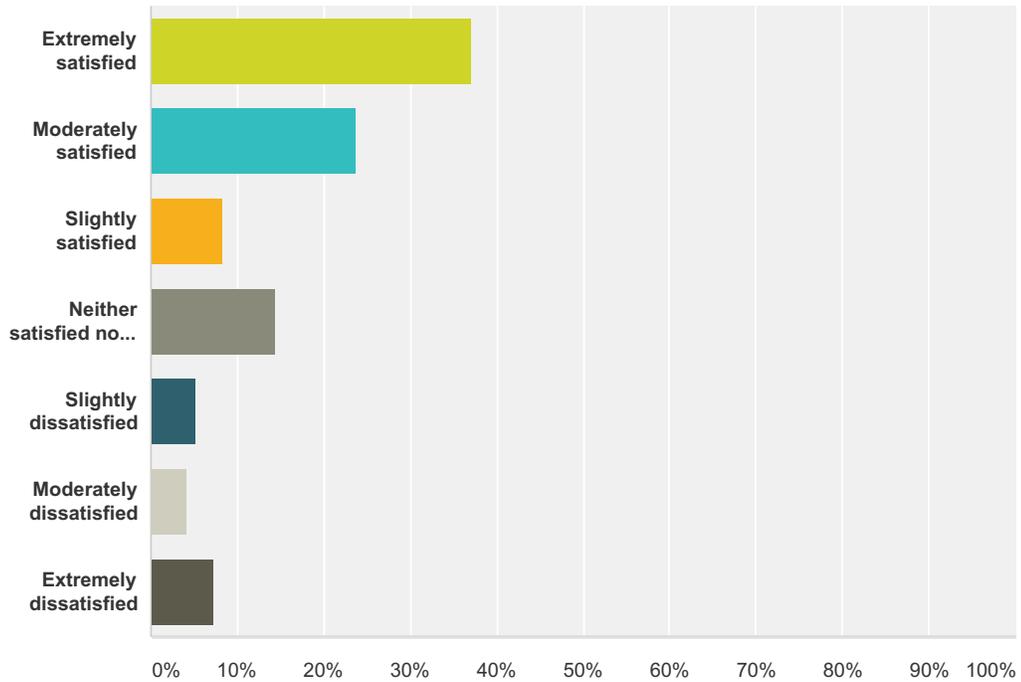
Answered: 99 Skipped: 1



Answer Choices	Responses
Extremely satisfied	19.19% 19
Moderately satisfied	29.29% 29
Slightly satisfied	12.12% 12
Neither satisfied nor dissatisfied	2.02% 2
Slightly dissatisfied	12.12% 12
Moderately dissatisfied	17.17% 17
Extremely dissatisfied	8.08% 8
<b>Total</b>	<b>99</b>

**Q3 Overall, are you satisfied with your most recent faculty evaluation completed by your supervisor at FSW, neither satisfied nor dissatisfied with it, or dissatisfied with it?**

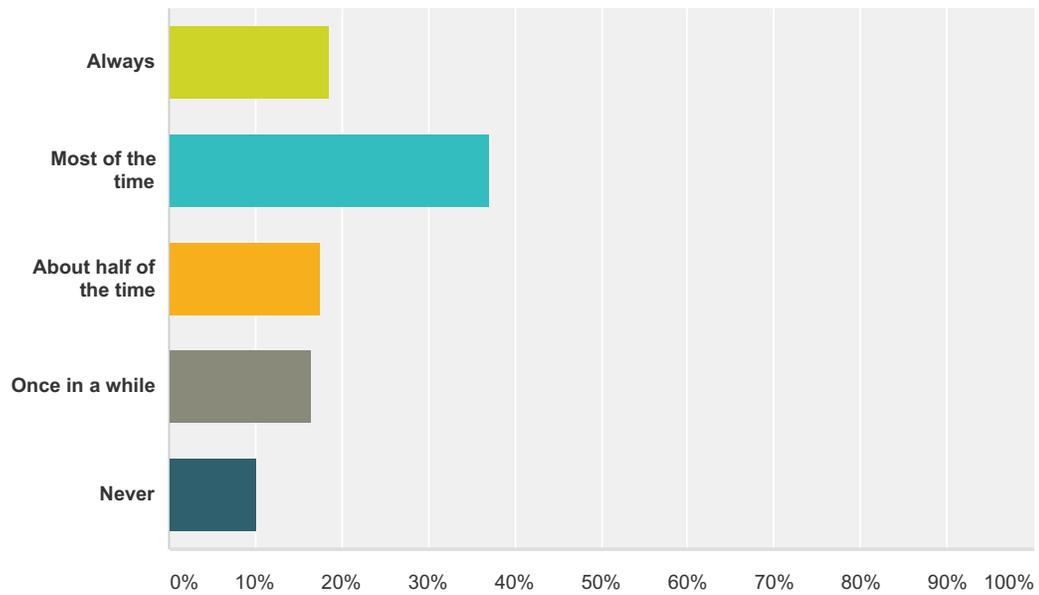
Answered: 97 Skipped: 3



Answer Choices	Responses
Extremely satisfied	37.11% 36
Moderately satisfied	23.71% 23
Slightly satisfied	8.25% 8
Neither satisfied nor dissatisfied	14.43% 14
Slightly dissatisfied	5.15% 5
Moderately dissatisfied	4.12% 4
Extremely dissatisfied	7.22% 7
<b>Total</b>	<b>97</b>

### Q4 Do your working conditions motivate you to work hard?

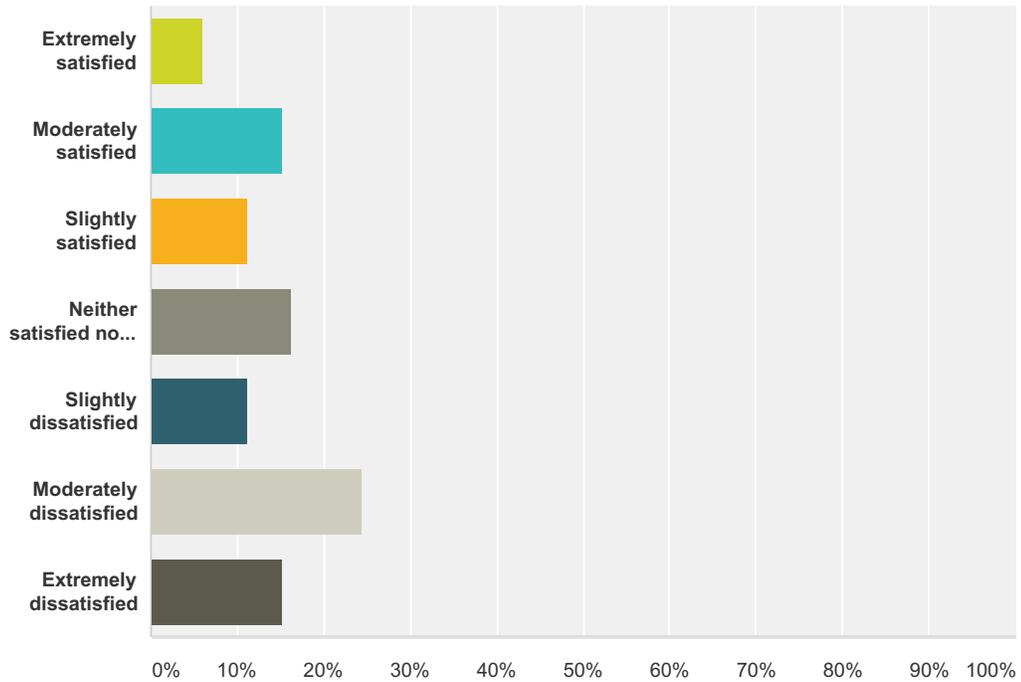
Answered: 97 Skipped: 3



Answer Choices	Responses
Always	18.56% 18
Most of the time	37.11% 36
About half of the time	17.53% 17
Once in a while	16.49% 16
Never	10.31% 10
<b>Total</b>	<b>97</b>

**Q5 Overall, are you more satisfied with the work environment currently at FSW than in the past, neither satisfied nor dissatisfied with it, or dissatisfied with it?**

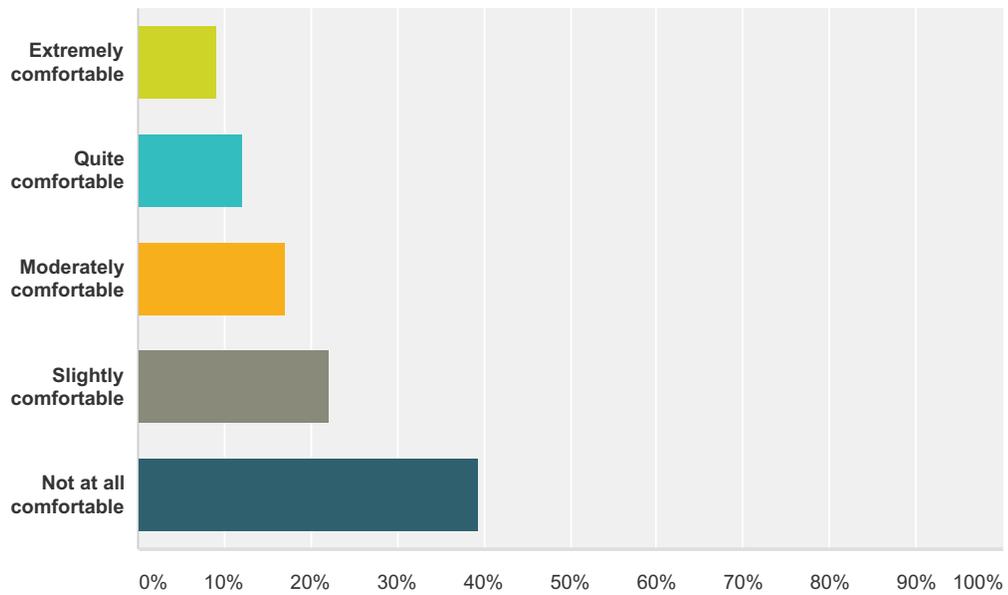
Answered: 98 Skipped: 2



Answer Choices	Responses
Extremely satisfied	6.12% 6
Moderately satisfied	15.31% 15
Slightly satisfied	11.22% 11
Neither satisfied nor dissatisfied	16.33% 16
Slightly dissatisfied	11.22% 11
Moderately dissatisfied	24.49% 24
Extremely dissatisfied	15.31% 15
<b>Total</b>	<b>98</b>

### Q6 How comfortable do you feel voicing your opinions?

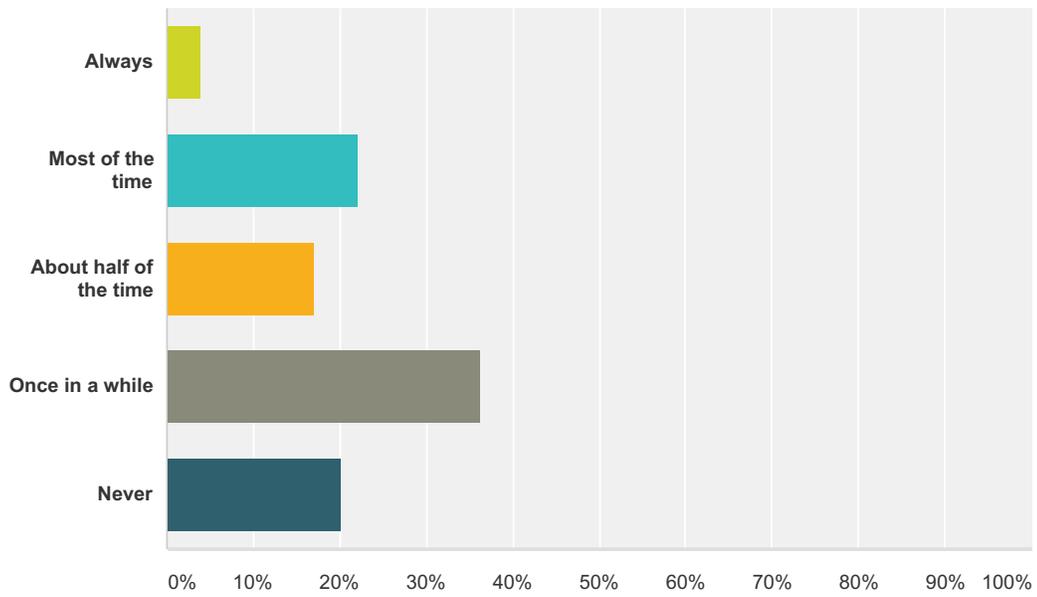
Answered: 99 Skipped: 1



Answer Choices	Responses
Extremely comfortable	9.09% 9
Quite comfortable	12.12% 12
Moderately comfortable	17.17% 17
Slightly comfortable	22.22% 22
Not at all comfortable	39.39% 39
<b>Total</b>	<b>99</b>

### Q7 FSW promotes a culture in which I feel I am valued as an employee.

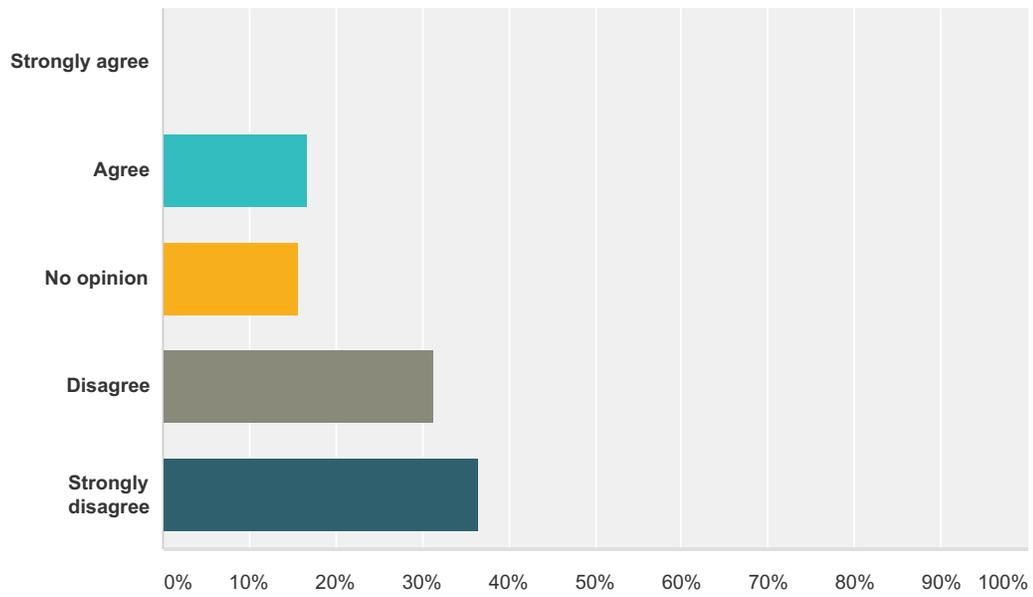
Answered: 99 Skipped: 1



Answer Choices	Responses
Always	4.04% 4
Most of the time	22.22% 22
About half of the time	17.17% 17
Once in a while	36.36% 36
Never	20.20% 20
<b>Total</b>	<b>99</b>

### Q8 In general, faculty morale is high at FSW.

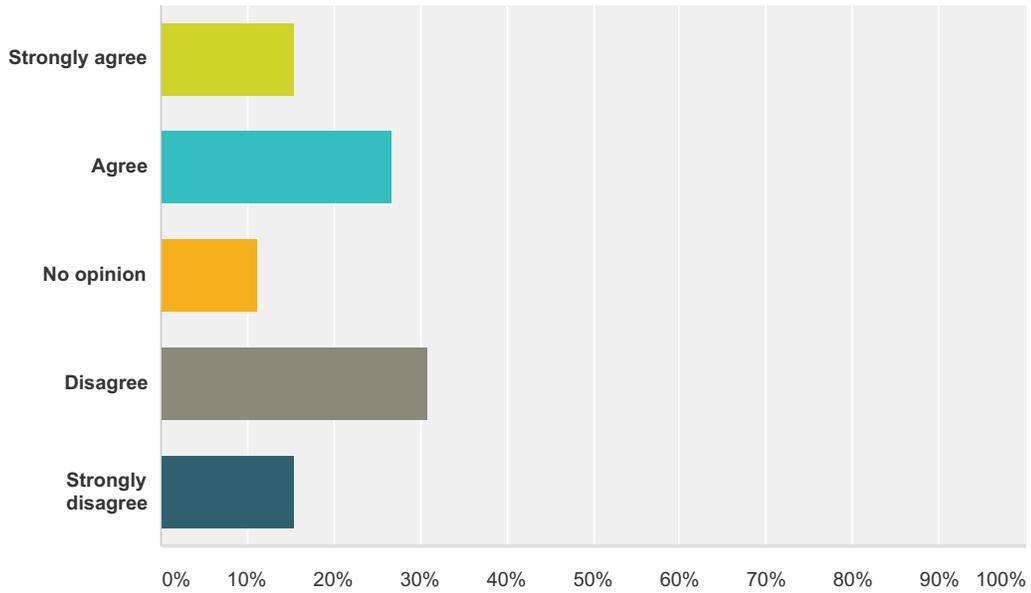
Answered: 96 Skipped: 4



Answer Choices	Responses	
Strongly agree	0.00%	0
Agree	16.67%	16
No opinion	15.63%	15
Disagree	31.25%	30
Strongly disagree	36.46%	35
<b>Total</b>		<b>96</b>

### Q9 In general, my morale is high at FSW.

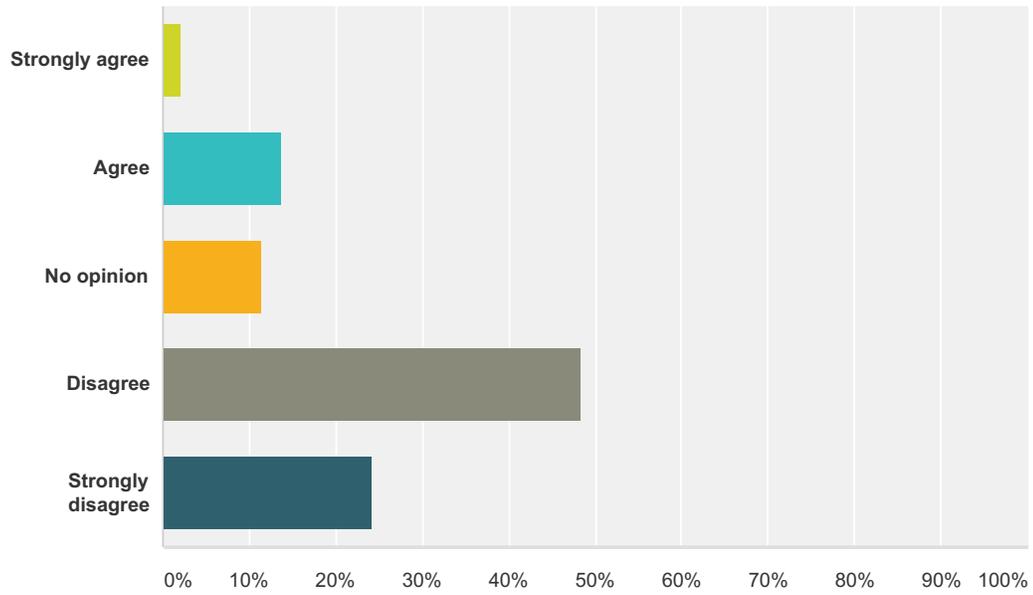
Answered: 97 Skipped: 3



Answer Choices	Responses	
Strongly agree	15.46%	15
Agree	26.80%	26
No opinion	11.34%	11
Disagree	30.93%	30
Strongly disagree	15.46%	15
<b>Total</b>		<b>97</b>

### Q10 FSW's administrative procedures are understood by faculty.

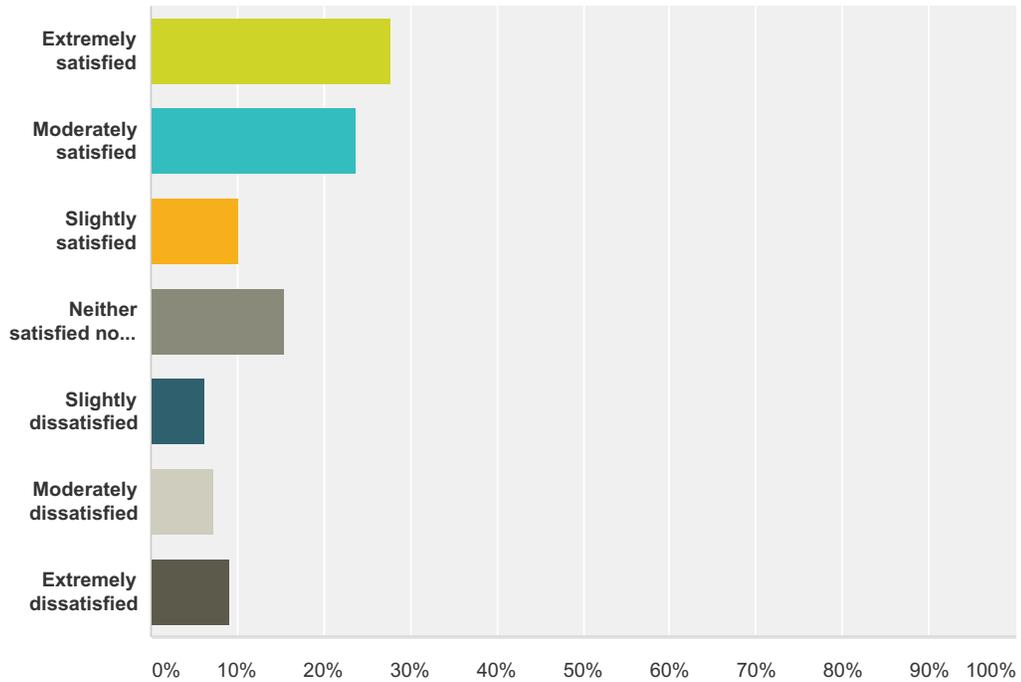
Answered: 95 Skipped: 5



Answer Choices	Responses
Strongly agree	2.11% 2
Agree	13.68% 13
No opinion	11.58% 11
Disagree	48.42% 46
Strongly disagree	24.21% 23
<b>Total</b>	<b>95</b>

### Q11 Are you satisfied with the communication between you and your Dean, neither satisfied nor dissatisfied with it, or dissatisfied with it?

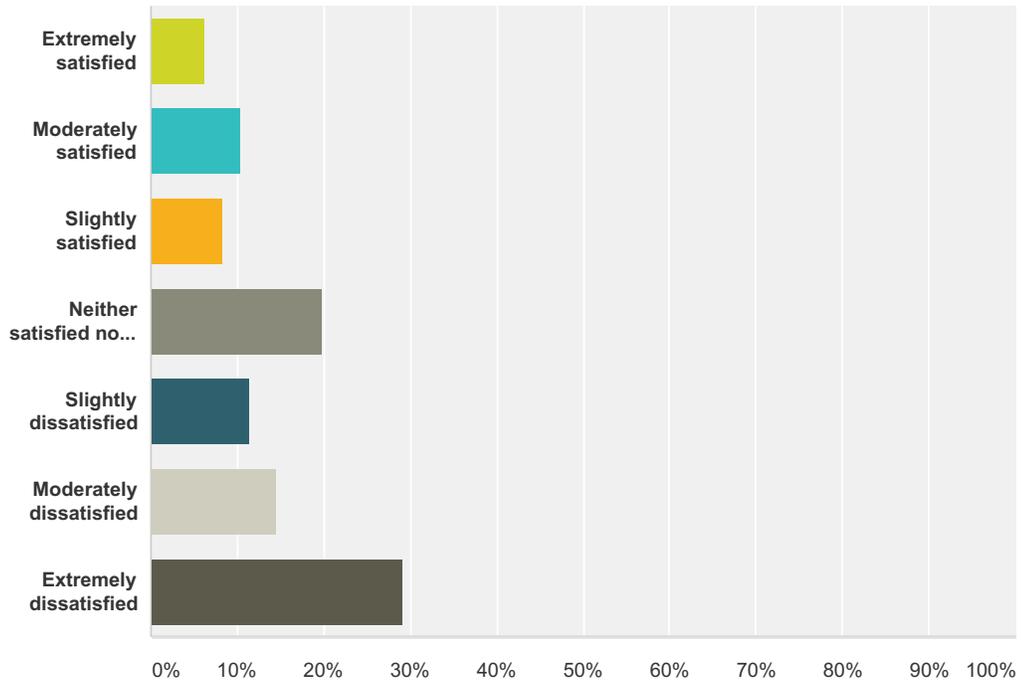
Answered: 97 Skipped: 3



Answer Choices	Responses
Extremely satisfied	27.84% 27
Moderately satisfied	23.71% 23
Slightly satisfied	10.31% 10
Neither satisfied nor dissatisfied	15.46% 15
Slightly dissatisfied	6.19% 6
Moderately dissatisfied	7.22% 7
Extremely dissatisfied	9.28% 9
<b>Total</b>	<b>97</b>

### Q12 Are you satisfied with the communication between you and the VPAA, neither satisfied nor dissatisfied with it, or dissatisfied with it?

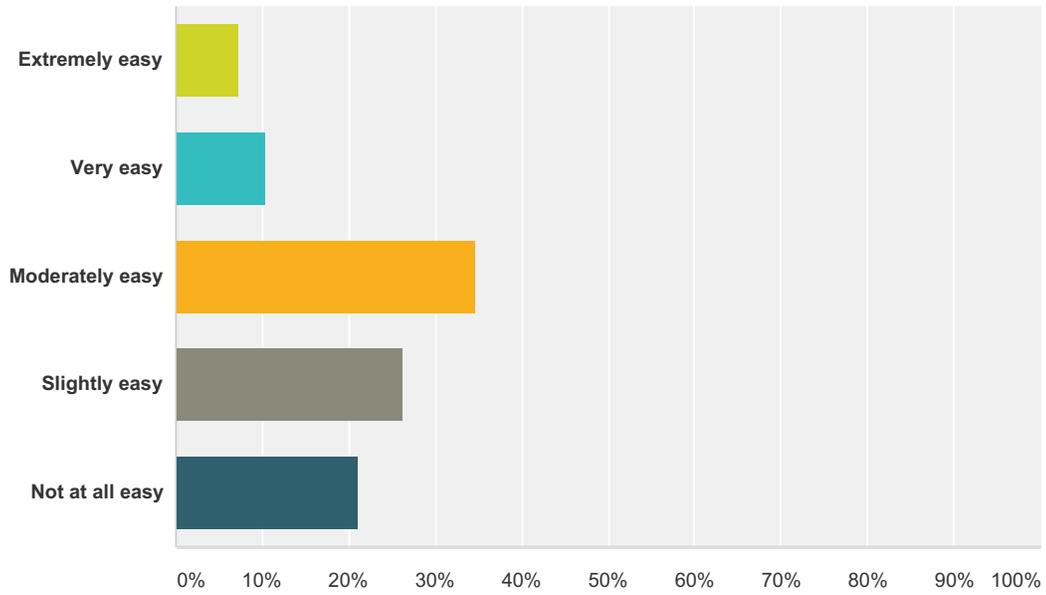
Answered: 96 Skipped: 4



Answer Choices	Responses
Extremely satisfied	6.25% 6
Moderately satisfied	10.42% 10
Slightly satisfied	8.33% 8
Neither satisfied nor dissatisfied	19.79% 19
Slightly dissatisfied	11.46% 11
Moderately dissatisfied	14.58% 14
Extremely dissatisfied	29.17% 28
<b>Total</b>	<b>96</b>

### Q13 How convenient is it to get the resources you need for teaching at FSW?

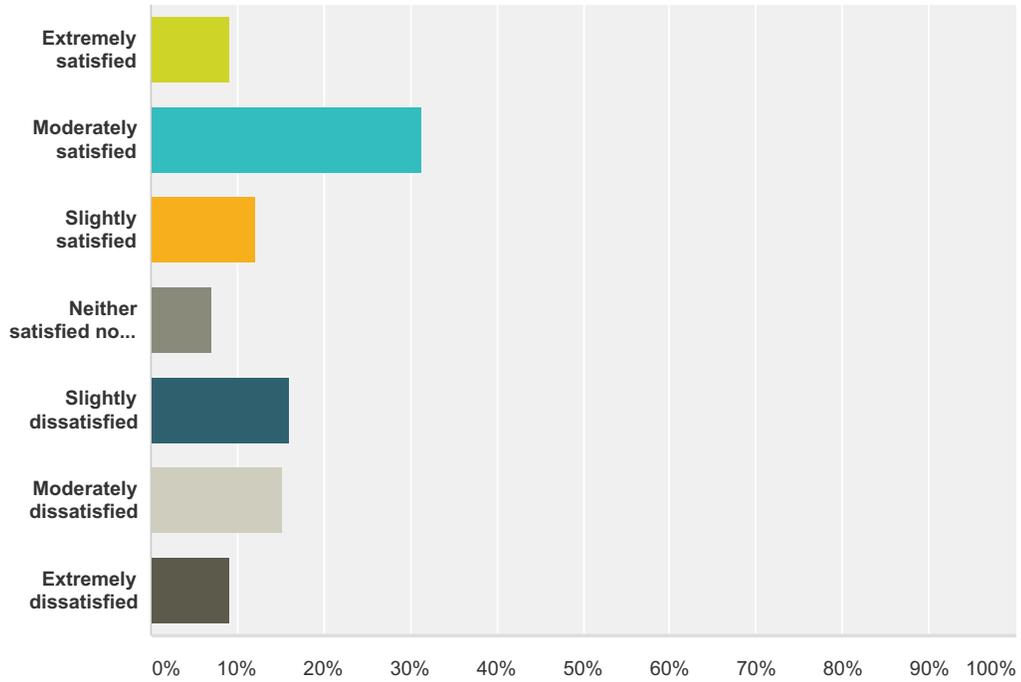
Answered: 95 Skipped: 5



Answer Choices	Responses
Extremely easy	7.37% 7
Very easy	10.53% 10
Moderately easy	34.74% 33
Slightly easy	26.32% 25
Not at all easy	21.05% 20
<b>Total</b>	<b>95</b>

### Q14 Are you satisfied, dissatisfied, or neither satisfied nor dissatisfied with how the technology works in your classrooms?

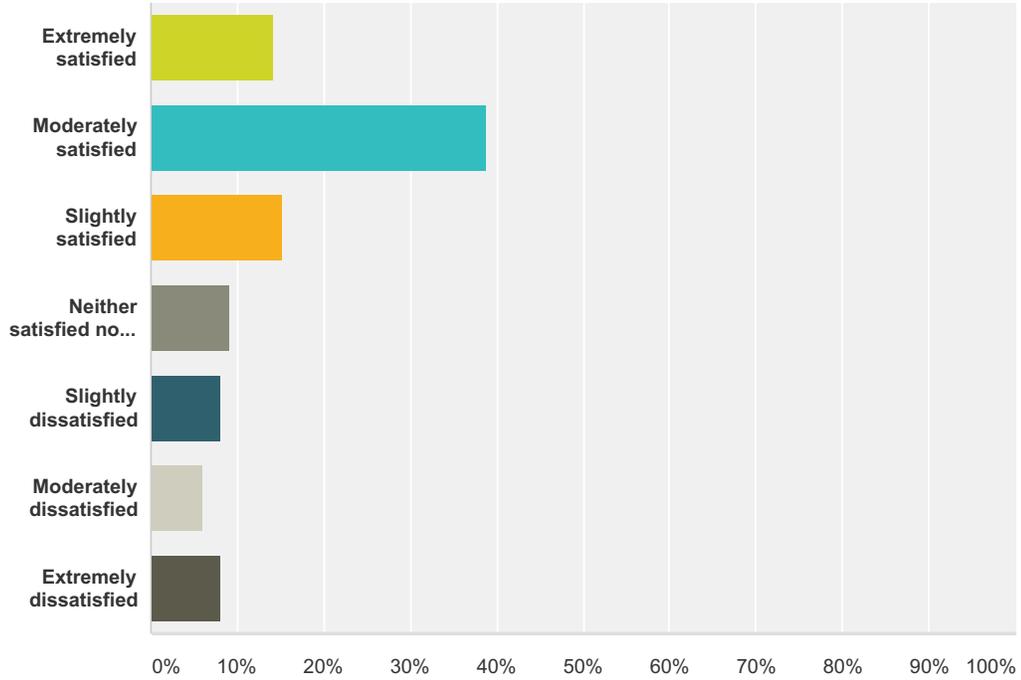
Answered: 99 Skipped: 1



Answer Choices	Responses
Extremely satisfied	9.09% 9
Moderately satisfied	31.31% 31
Slightly satisfied	12.12% 12
Neither satisfied nor dissatisfied	7.07% 7
Slightly dissatisfied	16.16% 16
Moderately dissatisfied	15.15% 15
Extremely dissatisfied	9.09% 9
<b>Total</b>	<b>99</b>

### Q15 Are you satisfied, dissatisfied, or neither satisfied nor dissatisfied with how the technology works in your office?

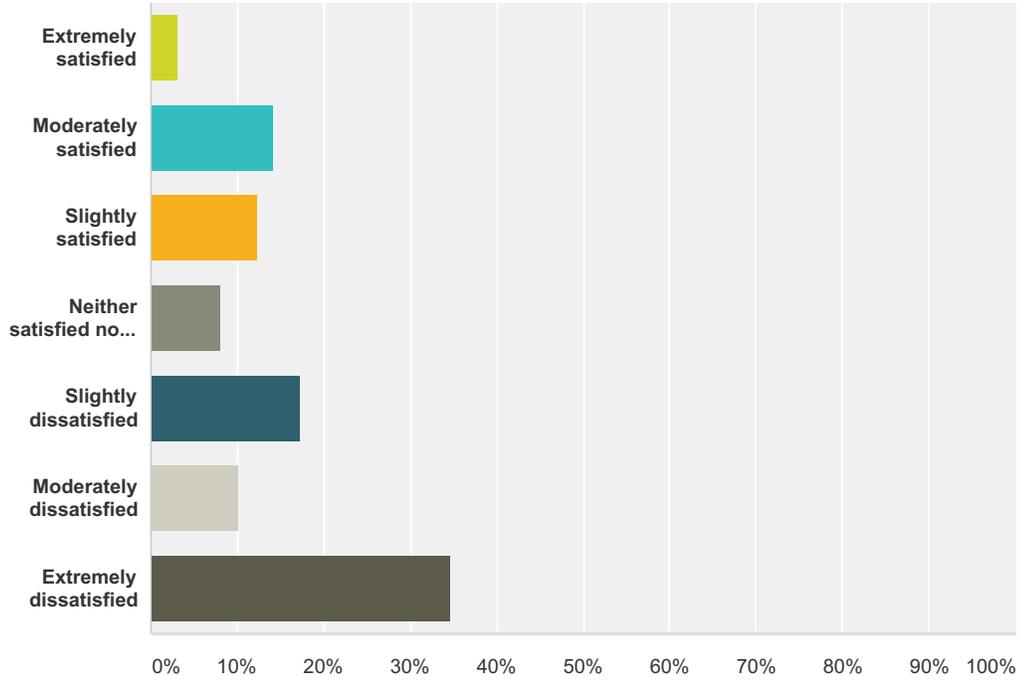
Answered: 98 Skipped: 2



Answer Choices	Responses	Count
Extremely satisfied	14.29%	14
Moderately satisfied	38.78%	38
Slightly satisfied	15.31%	15
Neither satisfied nor dissatisfied	9.18%	9
Slightly dissatisfied	8.16%	8
Moderately dissatisfied	6.12%	6
Extremely dissatisfied	8.16%	8
<b>Total</b>		<b>98</b>

### Q16 Are you satisfied, dissatisfied, or neither satisfied nor dissatisfied with how the technology works in meeting rooms?

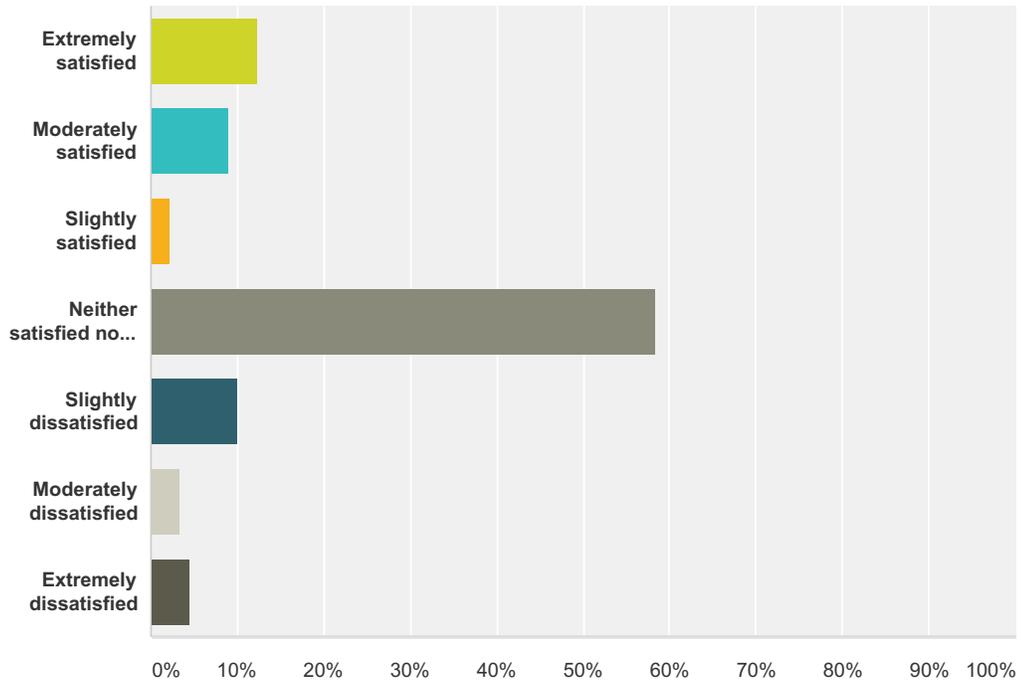
Answered: 98 Skipped: 2



Answer Choices	Responses
Extremely satisfied	3.06% 3
Moderately satisfied	14.29% 14
Slightly satisfied	12.24% 12
Neither satisfied nor dissatisfied	8.16% 8
Slightly dissatisfied	17.35% 17
Moderately dissatisfied	10.20% 10
Extremely dissatisfied	34.69% 34
<b>Total</b>	<b>98</b>

**Q17 Overall, are you satisfied with your access to tuition reimbursement at FSW, neither satisfied nor dissatisfied with it, or dissatisfied with it?**

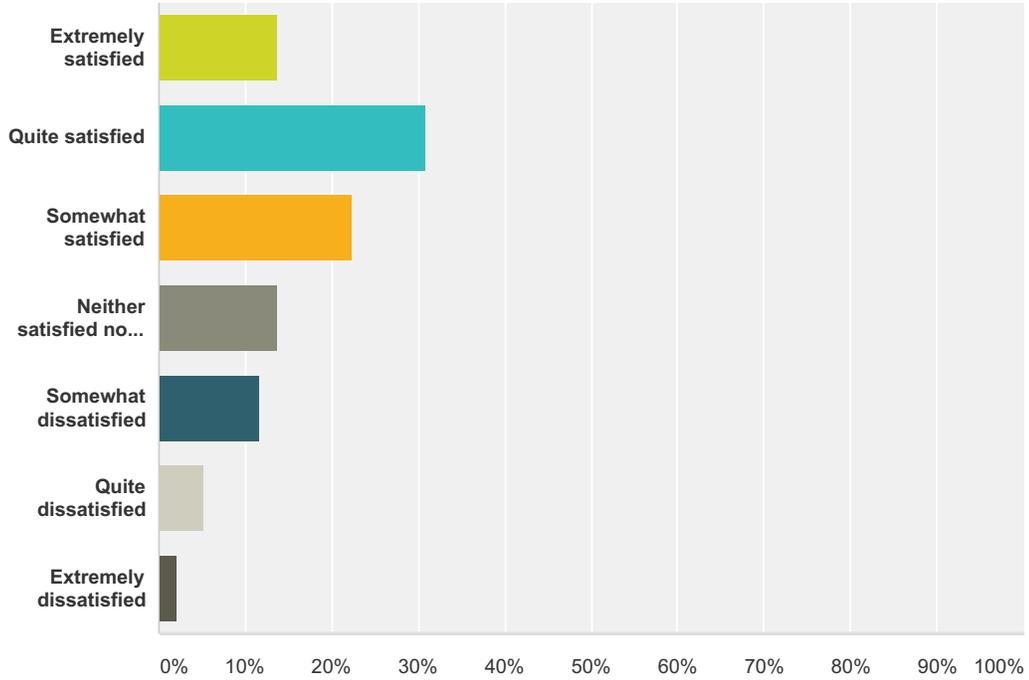
Answered: 89 Skipped: 11



Answer Choices	Responses
Extremely satisfied	12.36% 11
Moderately satisfied	8.99% 8
Slightly satisfied	2.25% 2
Neither satisfied nor dissatisfied	58.43% 52
Slightly dissatisfied	10.11% 9
Moderately dissatisfied	3.37% 3
Extremely dissatisfied	4.49% 4
<b>Total</b>	<b>89</b>

### Q18 Are you satisfied with your health benefits, neither satisfied nor dissatisfied with them, or dissatisfied with them?

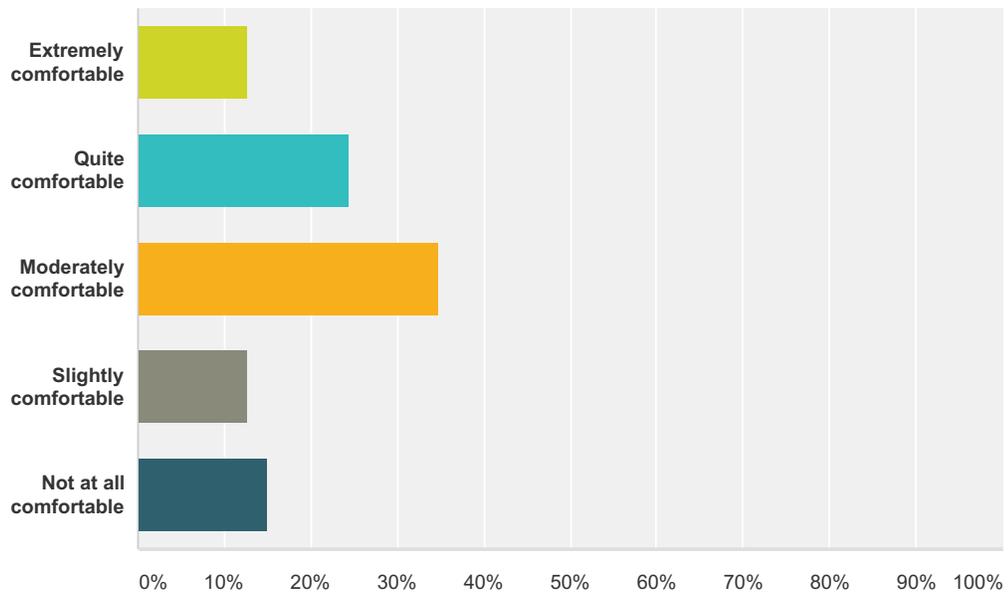
Answered: 94 Skipped: 6



Answer Choices	Responses
Extremely satisfied	13.83% 13
Quite satisfied	30.85% 29
Somewhat satisfied	22.34% 21
Neither satisfied nor dissatisfied	13.83% 13
Somewhat dissatisfied	11.70% 11
Quite dissatisfied	5.32% 5
Extremely dissatisfied	2.13% 2
<b>Total</b>	<b>94</b>

### Q19 How comfortable do you feel requesting family leave?

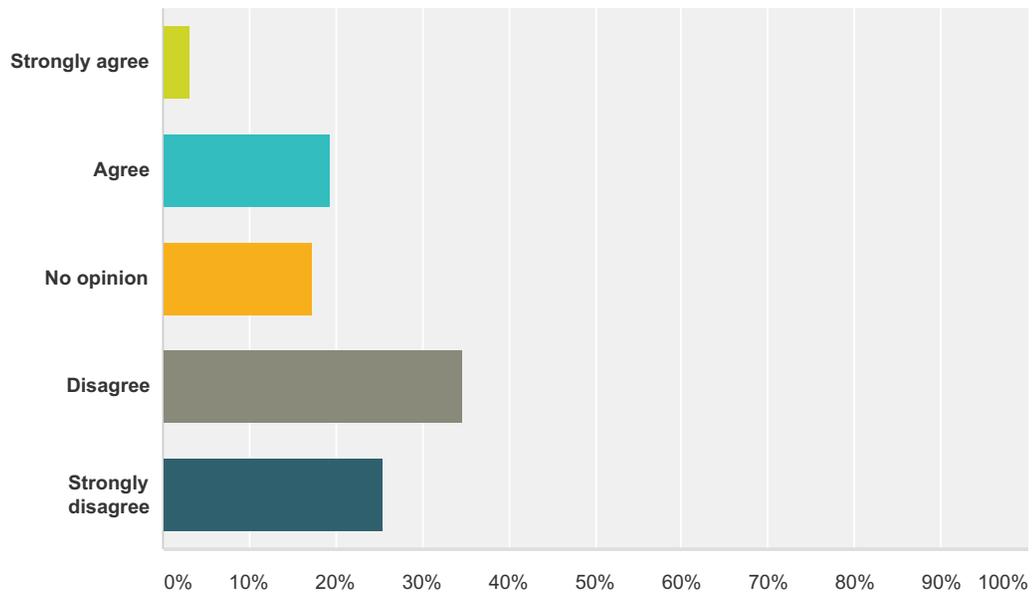
Answered: 86 Skipped: 14



Answer Choices	Responses
Extremely comfortable	12.79% 11
Quite comfortable	24.42% 21
Moderately comfortable	34.88% 30
Slightly comfortable	12.79% 11
Not at all comfortable	15.12% 13
<b>Total</b>	<b>86</b>

### Q20 I am satisfied with the compensation I am receiving at FSW.

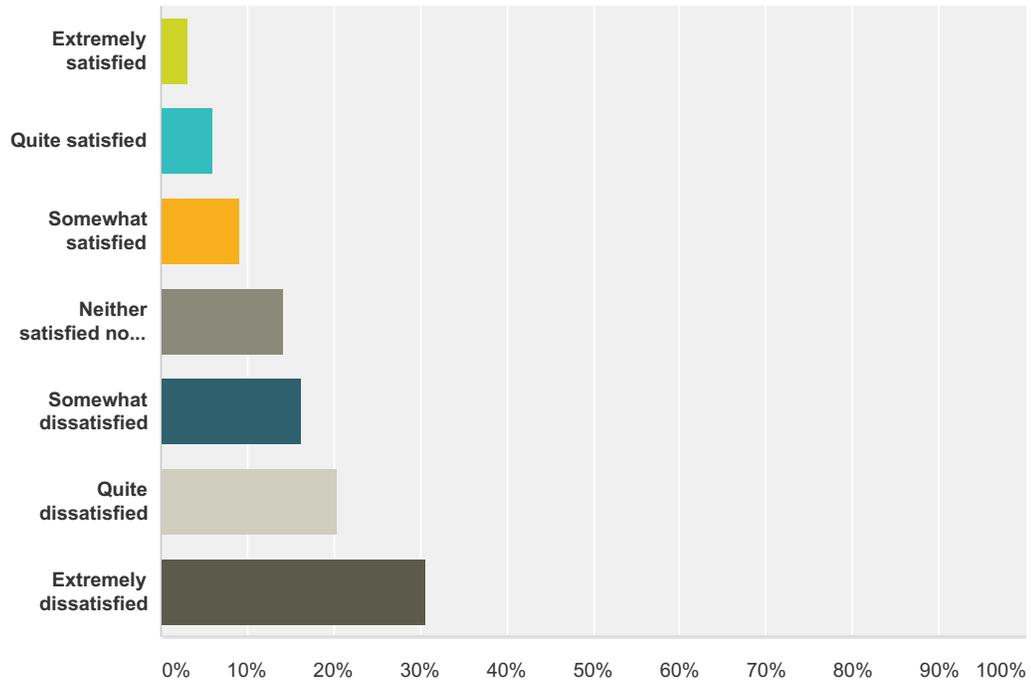
Answered: 98 Skipped: 2



Answer Choices	Responses
Strongly agree	3.06% 3
Agree	19.39% 19
No opinion	17.35% 17
Disagree	34.69% 34
Strongly disagree	25.51% 25
<b>Total</b>	<b>98</b>

### Q21 Are you satisfied with the compensation over the past three years, neither satisfied nor dissatisfied with it, or dissatisfied with it?

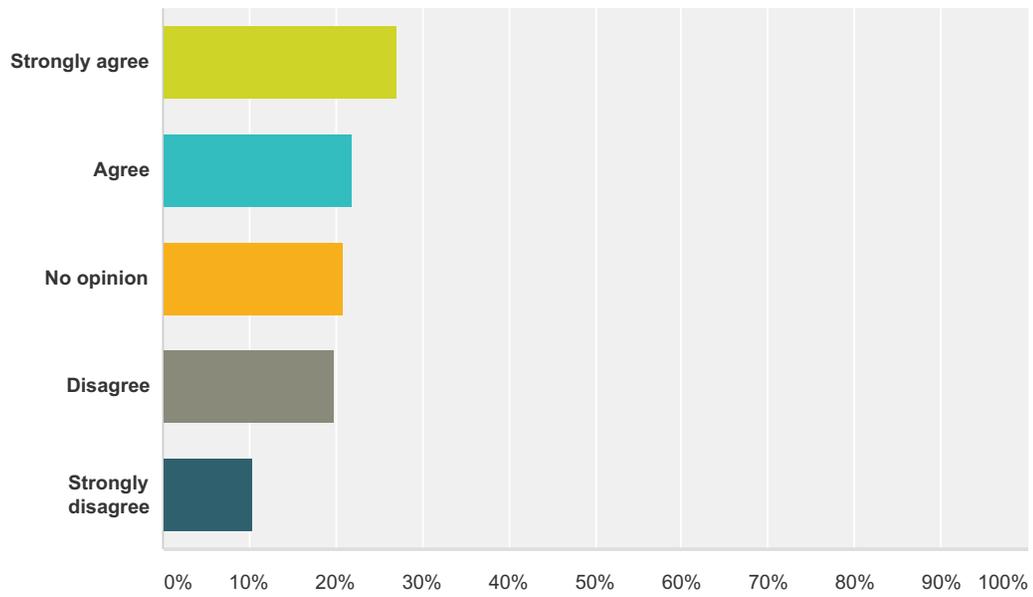
Answered: 98 Skipped: 2



Answer Choices	Responses
Extremely satisfied	3.06% 3
Quite satisfied	6.12% 6
Somewhat satisfied	9.18% 9
Neither satisfied nor dissatisfied	14.29% 14
Somewhat dissatisfied	16.33% 16
Quite dissatisfied	20.41% 20
Extremely dissatisfied	30.61% 30
<b>Total</b>	<b>98</b>

### Q22 My dean takes actions that support me as a faculty member.

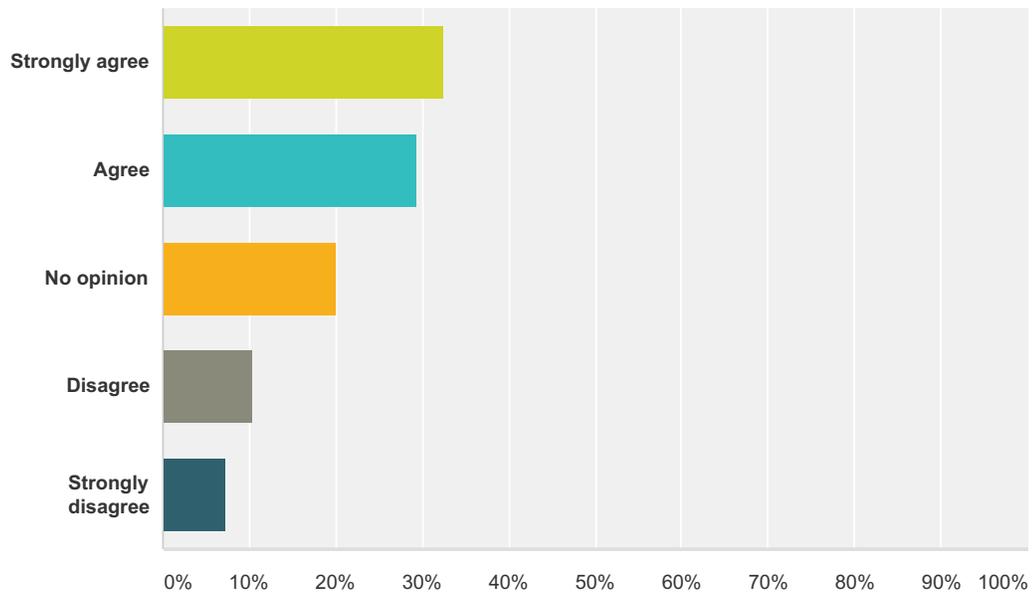
Answered: 96 Skipped: 4



Answer Choices	Responses
Strongly agree	27.08% 26
Agree	21.88% 21
No opinion	20.83% 20
Disagree	19.79% 19
Strongly disagree	10.42% 10
<b>Total</b>	<b>96</b>

### Q23 My dean respects me as a valued faculty member.

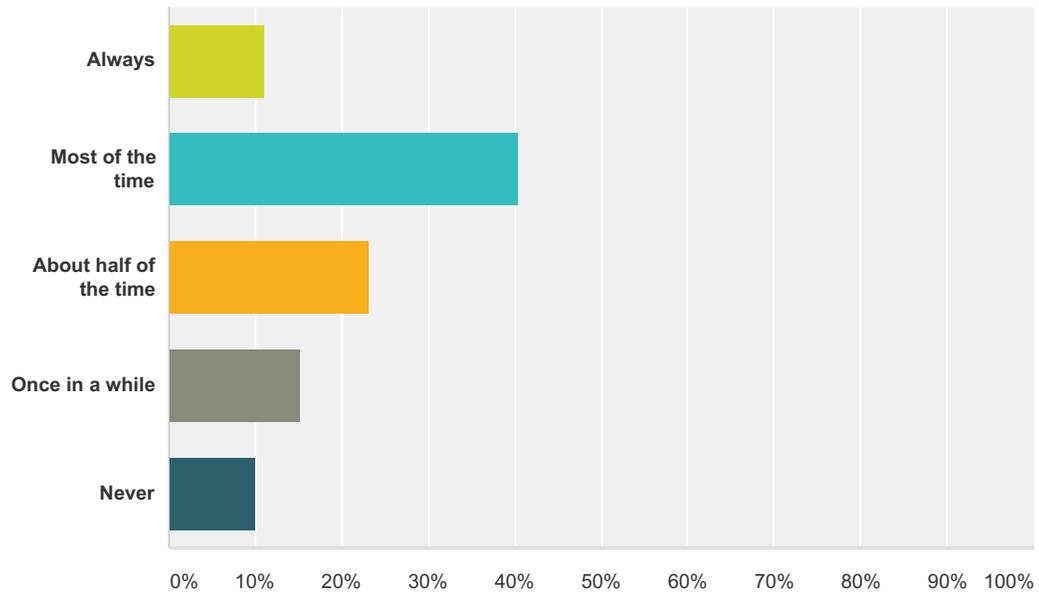
Answered: 95 Skipped: 5



Answer Choices	Responses	
Strongly agree	32.63%	31
Agree	29.47%	28
No opinion	20.00%	19
Disagree	10.53%	10
Strongly disagree	7.37%	7
<b>Total</b>		<b>95</b>

### Q24 I feel comfortable with my job security

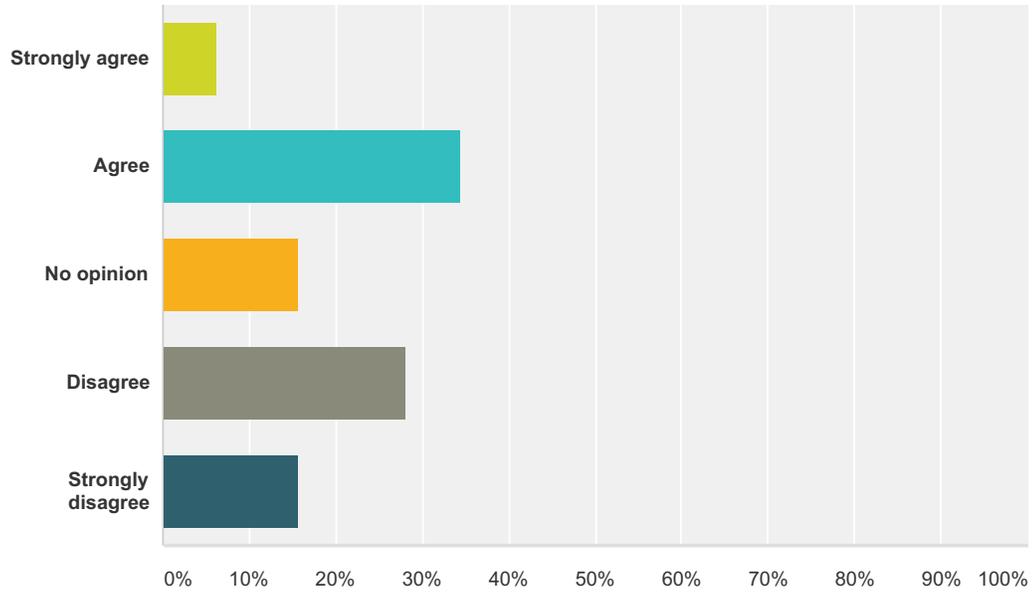
Answered: 99 Skipped: 1



Answer Choices	Responses	
Always	11.11%	11
Most of the time	40.40%	40
About half of the time	23.23%	23
Once in a while	15.15%	15
Never	10.10%	10
<b>Total</b>		<b>99</b>

**Q25 I have confidence in the leadership within the academic unit (chairs, deans, VPAA).**

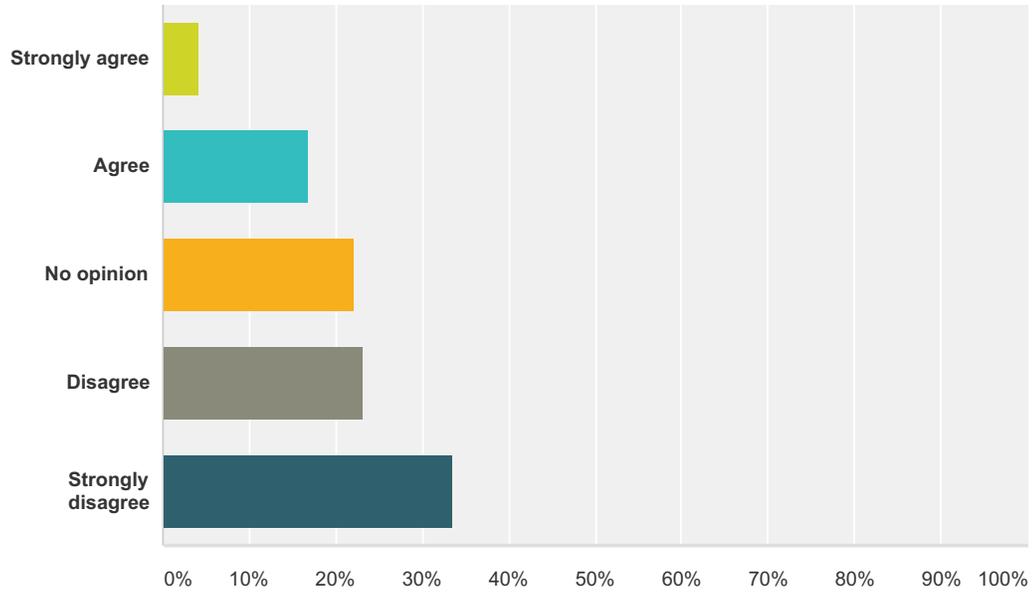
Answered: 96 Skipped: 4



Answer Choices	Responses
Strongly agree	6.25% 6
Agree	34.38% 33
No opinion	15.63% 15
Disagree	28.13% 27
Strongly disagree	15.63% 15
<b>Total</b>	<b>96</b>

### Q26 I have confidence in the senior management of the institution (VP and above).

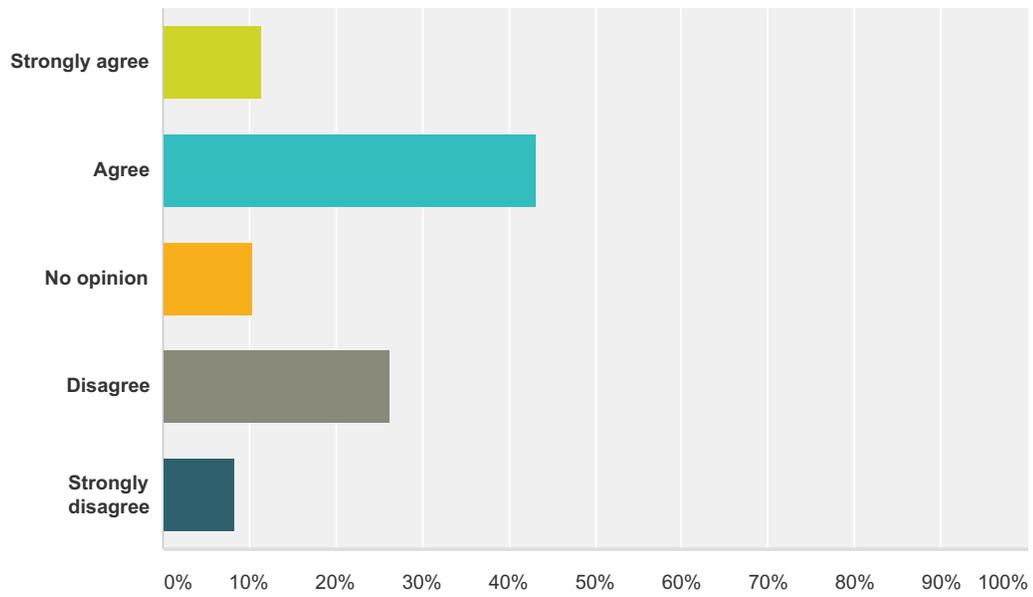
Answered: 95 Skipped: 5



Answer Choices	Responses
Strongly agree	4.21% 4
Agree	16.84% 16
No opinion	22.11% 21
Disagree	23.16% 22
Strongly disagree	33.68% 32
<b>Total</b>	<b>95</b>

### Q27 FSW provides adequate opportunities for professional development.

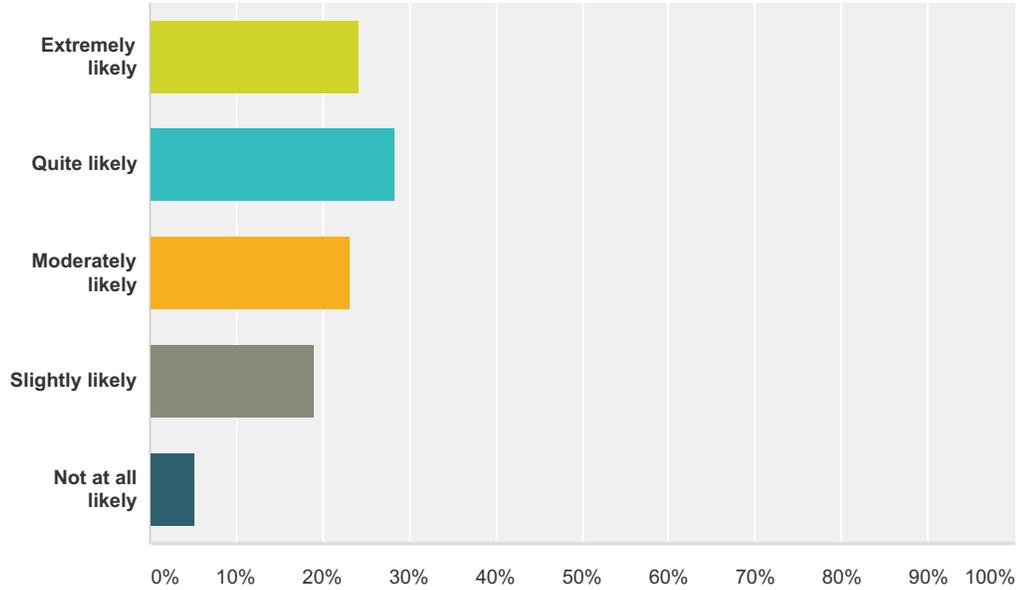
Answered: 95 Skipped: 5



Answer Choices	Responses
Strongly agree	11.58% 11
Agree	43.16% 41
No opinion	10.53% 10
Disagree	26.32% 25
Strongly disagree	8.42% 8
<b>Total</b>	<b>95</b>

### Q28 If you had to do it over again, how likely would you be to accept your current position?

Answered: 95 Skipped: 5



Answer Choices	Responses
Extremely likely	24.21% 23
Quite likely	28.42% 27
Moderately likely	23.16% 22
Slightly likely	18.95% 18
Not at all likely	5.26% 5
<b>Total</b>	<b>95</b>

## Q29 Do you have any other comments, questions, or concerns?

Answered: 43 Skipped: 57

#	Responses	Date
1	Dr. Wright is oppressive. Faculty have only gotten 1% raises or threatened with nothing, while the college pays new coaches a million dollars--doesn't seem fair to me.	5/8/2015 11:21 AM
2	Fsw have been going through a lot of changes in the past recent years, I have certainly seen some changes for better future however some of recent decisions made by administration has blown me away. I feel the college is going on wrong direction. One must be ambitious without doubt but not at a cost of your ethics. I feel my working environment is totally unethical. Hoping to get some mistakes resolved. Hopefully we would be one family again.	5/7/2015 11:30 PM
3	This is quite possibly the worst college administration of all time. There is a rampant disrespect for faculty and staff by this administration. They institute methods for "saving" money that actually costs more than previously and accomplish less. They accept giant personal financial raises, like the president's 28% increase last summer, and won't even agree to the faculty getting a cost of living increase. overall, this administration is arrogant, pompous, and pedantic; they are egomaniacal and detrimental to the overall good of the college, the students, the faculty, and staff.	5/7/2015 2:56 PM
4	The administration has no respect for faculty. The administration makes horrible management decisions at the expense of education. The administration only seem to care about their financial compensation. The administration have made one stupid decision after another. The administration believe in a climate of fear and retribution toward faculty. To the administration, collective bargaining is some kind of game where they can see how badly they can treat faculty. The administration is generally a group of egotistical, arrogant megalomaniacs. Further, I have nothing but contempt for a president who accepts a 28% raise at the end of his second year , but will not support even a cost of living raise for faculty and staff. The administration are the worst I have ever experienced in my many years of teaching at five different institutions.	5/7/2015 5:11 AM
5	I have been here 7 years and the longer I am here, the less compensation we have earned. I quickly lost 3% of my salary to the state-wide mandate that employees contribute to their retirement. This resulted in a lower take home salary, which I feel like we fought to get back. I have worked extremely hard for the College, supported the "visions" of the President and participate significantly in College initiatives. It is quite frustrating that I have to teach overloads in order to feel like I earn a wage that is equivalent to my qualifications, skills and contributions to the College. After this long, I feel undervalued by the College and would not hesitate to leave if I had a better offer.	5/6/2015 10:01 PM
6	I think the President's most recent raise was pretty unfortunately timed. There was huge opportunity for political capital if he had declined even part of what was reported to be a 28% increase at a time when faculty and staff have been stagnant. Besides that issue I love what I do, I am happy to be here, and I want to be a positive part of a positive college community. thanks for asking.	5/6/2015 2:56 PM
7	I need more pay and more job security	5/4/2015 10:02 AM
8	Where a competent faculty member is concerned, the single best contribution an administrator can make is to stay out of the way	5/4/2015 9:03 AM
9	none	5/4/2015 7:49 AM
10	I thought the climate survey was going to be on paper, rather than electronic.	5/3/2015 7:22 AM
11	The tension created by students who are not ready for college-level work and administrators who focus on class retention has me extremely worried about the overall quality of education at FSW. Also, the College does not promote an atmosphere where one can discuss important issues in on-campus meetings without fear of possible retribution by some administrators and members of the faculty.	5/2/2015 10:37 PM
12	There is a director that has a history of bullying and at the current time nothing is being done as there is a history of not believing employees over administration. It is directed to staff not faculty and it is very difficult to see nothing being done. Changes are made with not a lot of faculty input at times that is affecting morale.	5/1/2015 8:23 PM
13	I do not feel that faculty are valued by the administration.	5/1/2015 5:26 PM

14	The budget for professional development travel is much too low; I miss out on many opportunities for PD as a result. I feel there is a disconnect between how the upper level administration says they feel about faculty and how we are actually treated when it comes time to negotiate salary.	5/1/2015 3:16 PM
15	Faculty can not have color printing??? There needs to be a petty cash fund for incidentals. Faculty orientation needs to include basic canvas training as well mileage reimbursement process. The VPAA is arrogant, oppressive and condescending.	5/1/2015 1:41 PM
16	Personally, I am motivated to work hard because it is who I am. It is my professional and personal ethic to put my heart and soul into what I have chosen to do in this lifetime, and FSW has benefited greatly from that. There is nothing here, however, that motivates me. It is quite the opposite. I love my students, and I truly love what I do; I just don't believe, at all, that what I do is valued here. Professionalism and scholarly intellectualism are not valued here, and it seems as if administration often loses sight of what is best for the students -- who are, after all, the primary reason we are here. Our College's technology, Internet access, and wireless are truly laughable. Importance is being put into sports and a sports arena, but that energy and money are needed, and would be better used, to provide Internet access, working technology, classrooms, and salaries for the hard working professional instructional staff. Many professors who have been around for more than five or ten years are TIRED. We are tired of the low pay and the even lower disregard for how much we care about this college and its students. It is sad, and it is often demoralizing, that faculty, here, on balance, are disrespected and disregarded and as the vital members of the college community that they are.	5/1/2015 1:20 PM
17	Technology is a continuing concern. Computer labs without a teacher station and whiteboard. No Skype as we were told we'd have. No Microsoft 365 as we were told we'd have. Polycom continues as a hit and miss--too many times a miss. Hard to believe we can't do better than this! And too many times we find out administrative decisions well after the fact when someone stumbles upon a changed procedure. When procedures are changed, we ought to be informed right then. Proactively tell us--how hard is that? Pay raises? Not even keeping up with the cost of living.	5/1/2015 12:52 PM
18	I am happy with my job and the interactions I have with students, however, I am very discouraged by 95% of the decisions that come from building I.	5/1/2015 12:47 PM
19	Yes, IT is extremely hard to deal with. Getting anything from IT is like pulling hens teeth. It seems to have very poor leadership. When one calls for help he/she is referred to call a company, especially printers. I am a faculty member. I come here to work as a faculty member, not track down why companies cannot keep equipment running. I have been asking for help with very very very slow CANVAS responses and am told by ONLINE to send a not to CANVAS. This should not be. Again I am a faculty member and ONLINE should have an individual who handles faculty complaints. I am not here to deal with the CANVAS company. That is ONLINE's responsibility and I do not like the attitude of passing the buck. These are my only two complaints, IT and CANVAS running very very very slow coupled with the poor attitude one receives from both these areas when making a request for help. .	5/1/2015 12:04 PM
20	I think the answers to some of these questions could differ depending on the time periods we are talking about.	5/1/2015 10:43 AM
21	Thank you for the survey.	5/1/2015 10:33 AM
22	Morale is lower than ever. Faculty are afraid to express opinions. Shared governance does not really exist. True bargaining does not exist. Somehow a climate of fear has been established at the upper level of academic administration and faculty feel they have no voice and if they express their voice, they will be retaliated against. The academic unit does not seem to be functioning at a level where people feel valued and want to work for a common cause.	5/1/2015 10:16 AM
23	I am concerned about upcoming issues concerning retention rates and how these will impact me and the college as well as the concealed weapons legislation.	5/1/2015 10:00 AM
24	I love working at FSW. It fits me and my life style perfectly,	4/30/2015 8:07 PM
25	The decline in a positive spirit of teamwork for the good of the College has been dramatic in recent years.	4/30/2015 6:57 PM

26	I find the phrases "shared governance" and "negotiation" absolutely laughable at this institution. While I don't feel the need to have input on everything, there are far too many instances where the administration has made up its mind well in advance of any discussion of the issue. When they do ask, having already made up their mind, it is insulting and a waste of my time. Many recent statements have been made as "ultimatums". The atmosphere at the institution has deteriorated significantly in recent years. I feel as though the faculty and administration are "enemies" and that every problem revolves around money and the state's rules. This institution needs to REQUIRE ALL of its workers (administration, faculty, and staff) with kindness, respect, and encouragement. Everyone is guilty and this needs to change. We need to work together, on the same side- for the students. I am extremely appreciative of the many benefits we are offered, but was surprised to find out that faculty do not receive a 3% match in their 403b contributions. I am extremely upset and insulted by the lack of wage growth we are experiencing at this institution. This is an expensive area in which to live and our wages have failed to keep pace with the cost of living in this area. I want to feel loyal towards my employer but loyalty must be felt on both sides and I do not feel valued by my employer. I do hope that this can change in the near future. I am a "younger" faculty member and can honestly say that I cannot see myself here in another 5 years unless the climate at this institution improves.	4/30/2015 6:09 PM
27	I am in the SOE, so I am somewhat concerned with who the new dean will be. Dr. Deluca is doing a great job as interim dean and has answered many questions.	4/30/2015 6:04 PM
28	I feel that the upper administration has very little interest in working with the faculty and participating in shared governance.	4/30/2015 5:37 PM
29	In the past, I felt that staff and administration facilitated me, ensuring that I had all that I need to teach my students. In the last few years there has been more and more obstacles that do not get resolved. This creates a great deal of stress, sometimes frustrating me to the point that I change what happens in the classroom. These are not luxury or exorbitance supplies, they are simple, basic things. Deans even harass faculty, which seems to be ignored by administration. It feels like the current administration had adopted a "top-down" approach rather than a collaboration form of leadership. It is very ineffective and creates an "us against them" mentality.	4/30/2015 3:52 PM
30	Decisions regarding class locations should be made at each individual campus. Rooms vary in size, and some courses require more space.	4/30/2015 2:47 PM
31	The College had high hopes when the new President took over after a turbulent three years of corruption; however, it rapidly became clear that the new President had little interest in the faculty or academics. He prefers to focus on sports, his trips, and personal salary/benefits. No one asks for real faculty input on any issues; actions just occur and faculty read about them in the newspaper. The sports teams, while a worth endeavor, are drawing money from academics, with--again--little concern on how this drain will affect faculty. The VPAA is even worse, with a sarcastic, "gotcha" mentality that he hands down to the Deans, as well. Our faculty union tries to work with the administration, but they constantly violate the contract, thus provoking legal action. It is very frustrating. Most disappointing is the recent salary negotiation (and I use those terms loosely), which involved an amateur team with an insulting 1% raise. The situation, at present, is quite depressing--and the good faculty are leaving.	4/30/2015 2:31 PM
32	I hope this will have a positive influence on our students, faculty and staff	4/30/2015 2:19 PM
33	I love working here because of the students. They make my work fulfilling. The administration do not always support faculty members. Based on the experiences of my colleagues, I am uncomfortable going to my dean regarding student issues. I also have not been to a meeting this semester when the polycom worked. My chair does not communicate well and that has increased some of the morale issues. The faculty salary negotiations were unprofessional. I feel administration could have prioritized giving faculty a more significant raise. Again, we do not feel valued.	4/30/2015 1:37 PM
34	I frankly feel that there are a lot of faculty who need to get over the changes that have been made and worry more about doing their own job well. This is a great place to work!	4/30/2015 1:35 PM
35	It is the worse college Dean and assistant Dean I have ever worked with. This college does not respect the faculty at all. My way or the highway is their methodology. Very sad.	4/30/2015 1:19 PM
36	I thought we would get transparency with the new administration; After three years, I realize the lack of transparency is similar to past administration.	4/30/2015 1:11 PM
37	I generally keep to myself because I am afraid of being identified with one faction or another. I find the overall climate intimidating and not tolerant of criticism so I just keep to myself.	4/30/2015 12:54 PM
38	Needed some questions concerning campus presidents and more on the VPAA and President. Very dissatisfied with all four of them. Transparency wasn't addressed. How about integrity? I keep hearing of more illegal course substitutions.	4/30/2015 12:49 PM

39	Printing at FSW is terrible. On the Collier campus, I was unable to print for over a week. I put in a technology request online and was told I personally need to contact Dex Imaging (an outside vendor). I was unaware that faculty were responsible for coordinating the arranging the servicing of copy machines. The implementation of the new poly-com system has been dreadful. There have been many occasions in which meeting had not included the other campuses because of the failed technology. I enjoy my work and I do feel supported by my supervisors, Dr. Clark, Dr. DeLuca, and Dr. Wright. I value each of them as leaders and enjoy working in the Division of Academic Success.	4/30/2015 12:46 PM
40	We need to do these surveys regularly and frequently	4/30/2015 12:43 PM
41	I wish we had family coverage for medical.	4/30/2015 12:22 PM
42	I am, and always have been, motivated to work hard because of my responsibilities to the students, and not by any action or inaction on the part of administration. I have never worked under a chief academic officer at any institution who seemed to distrust his faculty more than Dr. Wright	4/30/2015 12:21 PM
43	this is a test	4/30/2015 11:29 AM