

Memo

Date: May 1, 2010
To: Faculty Senate
From: Ad Hoc Furlough Survey Committee
Re: Results of Furlough Survey

Background and Reason for the Furlough Survey:

In March 2010, UW System president Kevin Reilly requested faculty representatives provide information to the UW System on the impact of the furlough program on faculty and academic staff. UW System administration intends to use the data gathered in budget preparation for the 2011-2013 biennium. The Chair of the UWW Faculty Senate notified the Faculty Senate about the request at their general meeting on March 9. The Faculty Senate decided to gather information through an anonymous, on-line survey instrument.

Survey Process:

An Ad Hoc Furlough Survey Committee was appointed by the Faculty Senate to draft a survey, which was reviewed and revised by the Faculty Senate Executive Committee on March 30, and then by the full Faculty Senate on April 13. A link to the finalized survey was created by UWW webmaster, Carolyn Wilson. That link along with a brief explanation was emailed to the faculty on April 20. On April 27, a follow-up email was sent requesting faculty take the survey by April 29. The survey closed on April 29.

Dissemination

The attached survey results, transmitted to the Ad Hoc Furlough Survey Committee by the UWW webmaster, were sent to the Chair of the Faculty Senate to convey to the UW System administration. These results will also be distributed to the Faculty Senate at their general meeting on May 4. In addition, as per the survey plan, this report will be posted to the Faculty Senate website. Survey data, in excel format, will also be posted on the website so that data can be sorted and analyzed by interested parties.

Overview of the Results

Given the quick turnaround time, the response was impressive: 45% of UWW faculty took the survey (152 of 338 faculty)* and respondents were representative of all UWW faculty. In addition to the likert-scale data collected, written responses contain direct feedback from 25% of the UWW faculty and testify to the concrete experiences and impact of the furlough program.

	College				Rank		Gender		
	Arts&Comm **	Bus&Econ	Educ	L & S	Tenure	Tenure-track	Male	Female	Prefer to not specify
Survey Responses	15%	13%	23%	49%	64%	36%	45%	48%	7%
Total UWW Faculty*	16%	20%	19%	45%	66%	34%	58%	42%	na

* Data provided by UWW Institutional Research

**Includes librarians

Faculty Senate Furlough Survey

Respondents: 154 displayed, 154 total Status: Open
 Launched Date: 03/23/2010 Closed Date: 07/30/2010

1. Your College:

	Response Total	Response Percent
Arts & Communication / Library	23	15%
Business & Economics	20	13%
Education	35	23%
Letters & Sciences	74	49%
School of Graduate Studies	0	0%
Total Respondents	152	
(skipped this question)	2	

2. Rank:

	Response Total	Response Percent
Tenured	96	64%
Tenure-track	54	36%
Total Respondents	150	
(skipped this question)	4	

3. Gender:

	Response Total	Response Percent
Female	72	47%
Male	69	45%
Prefer not to specify	11	7%
Total Respondents	152	
(skipped this question)	2	

4. Do you know...















	Yes	No	Don't Know / Not Sure	Response Total
The number of mandatory furlough days pre-scheduled by UWS & their dates?	77.12% (118)	9.15% (14)	13.73% (21)	153
The number of flexible, individually-determined furlough days required of 9-month faculty?	74.34% (113)	9.87% (15)	15.79% (24)	152

How to schedule flexible, individually-determined furlough days?	72.37% (110)	15.13% (23)	12.5% (19)	152
The types of activities to which furlough time can apply (teaching, research/scholarly activity, service)?	64.47% (98)	17.11% (26)	18.42% (28)	152
Total Respondents				154

5. Have you received information about, or guidelines for, reducing workload commensurate with the required furlough time off?

		Response Total	Response Percent
Very Appropriate Amount		14	9%
Appropriate Amount		44	29%
Inappropriate Amount		33	21%
None at all		63	41%
Total Respondents			154

6. From which of the following sources have you learned about the furlough program?

		Response Total	Response Percent
UW-W Human Resources		82	53%
Chancellor		81	53%
College Dean		63	41%
Department Chair		92	60%
Department Staff (i.e. ADA)		53	34%
Faculty Senate / Academic Staff Assembly		24	16%
Other Faculty		33	21%
UW-W Web site		18	12%
UWS Web site		8	5%
E-mails		75	49%
Word-of-mouth		63	41%
News sources (i.e. newspapers, TV...)		14	9%
N/A – I haven't received any information		2	1%
Other, please specify		3	2%
Total Respondents			154

7. How satisfied are you with the information you have received on the furlough program?

		Response Total	Response Percent
Very Satisfied		9	6%
Satisfied		53	34%
Neutral		46	30%

Unsatisfied		28	18%
Very Unsatisfied		18	12%
		Total Respondents	154

8. How many flexible, individually-determined furlough days have you taken this Academic Year?

		Response Total	Response Percent
None		21	14%
1/2 - 1 day		17	11%
1-1/2 - 2 days		35	23%
2-1/2 - 3 days		43	28%
More than 3 days		25	16%
Don't Know		12	8%
		Total Respondents	153
		(skipped this question)	1

9. How has the furlough program affected the time you have spent on the following activities?

	Very Significantly	Significantly	No Change	Insignificantly	N/A	Response Total	
Teaching/Job Performance	7.19% (11)	9.15% (14)	67.97% (104)	11.11% (17)	4.58% (7)	153	
Research/Scholarly Activity	12.42% (19)	10.46% (16)	60.13% (92)	12.42% (19)	4.58% (7)	153	
Service at UW-W (University, College, Department)	8.61% (13)	14.57% (22)	58.94% (89)	12.58% (19)	5.3% (8)	151	
Service outside of UW-W (professional and public service)	7.33% (11)	4.67% (7)	71.33% (107)	12% (18)	4.67% (7)	150	
						Total Respondents	153
						(skipped this question)	1

10. Please comment on Question 9 answers.

Total Respondents	101
(skipped this question)	53

11. How has the furlough program affected you financially?

		Response Total	Response Percent
Very Significantly		30	20%
Significantly		64	42%
Insignificantly		48	31%
Unsure/Don't Know		11	7%
		Total Respondents	153
		(skipped this question)	1

12. Please comment on Question 11 answer:

Total Respondents 89
 (skipped this question) 65

13. How has the furlough program affected your attitude about...

	Much Better	Better	Neutral	Worse	Much Worse	Response Total
Your job as a teacher-scholar?	1.99% (3)	0% (0)	49.67% (75)	30.46% (46)	17.88% (27)	151
Your job stability or security?	1.32% (2)	1.32% (2)	59.87% (91)	24.34% (37)	13.16% (20)	152
UW-W?	1.97% (3)	0% (0)	59.21% (90)	21.05% (32)	17.76% (27)	152
UW System?	2.63% (4)	0% (0)	37.5% (57)	32.24% (49)	27.63% (42)	152
						Total Respondents 152
						(skipped this question) 2

14. Please comment on Question 13 answers:

Total Respondents 86
 (skipped this question) 68

15. Additional Comments: Is there anything else you would like to share?

Total Respondents 57
 (skipped this question) 97

Question 10. Please comment on Question 9: *How has the furlough program affected the time you have spent on the following activities?*

1. The idea of furlough for faculty makes no sense when our teaching load isn't reduced, the number of department meetings or other service obligations hasn't decreased, and the research expectations remain the same. Really, this program is just a pay cut, except that I have to lie on some paper about how I'm taking furlough time when I'm not, which is why I haven't taken any furlough time yet. I understand that furlough makes sense for non-faculty, because they're essentially getting unpaid vacation, and it's better to have furlough than a pay cut (for me) because the pay reduction is theoretically temporary, but I think the university should have found some way to slightly reduce our actual load (allow furlough on teaching day, cut back on department meetings, etc.).
2. I am required to take furloughs but still I don't really stop working on those days. I still have to teach the same amount, meet the same research and service requirements for tenure. I might not be replying to e-mails and phone calls but still I am working on teaching/research stuff. I just get paid less for doing my job.
3. The furlough is designed so that it does not affect instruction. It amounts to a significant pay reduction for doing the same work and is unfair by design. Moreover, many laid-off workers enroll at Universities to retool. So, not only has the pay declined but the workload has increased ...
4. If instructional time is not cut, it is not possible to actually refrain from working on a furlough day.
5. While the state has required faculty to not work on furlough days, the university departments and colleges still expect faculty to continue working as before and if you complain there are repercussions, especially for tenure-track faculty.
6. This is a bureaucratic exercise that is done to save the state money. It's not really worth a survey.
7. It is impossible to actually take a true furlough day when you teach five days a week. Taking a half of a day is especially difficult requiring me to do more work at home at other times.
8. As furlough days must be taken on non-teaching days, they tend to impact most the days that would otherwise be available for writing or research.
9. I am putting in the same amount of hours as I usually do. On 68 mandatory furlough days, I still work. My deadlines don't shift just because there is a mandatory furlough day.
10. I have been doing the same work for less pay.
11. It cut out a significant chunk of my research time in the fall, and since I'm tenure track I decided it would be worth my while to cut back on the time I spend preparing for teaching, cut back on the number of assignments I give students and the quality attention I give to assessing student work. Basically, I calculated that I'd better do a less high-quality job teaching so that I could get some research done.
12. I have declared furlough (scheduled and not) for days that I have spent on campus working on my research, because my research cannot stop for bureaucratic reasons. My animals need to be checked and tested on a daily basis; they cannot be furloughed. So in essence I have been working for no pay.
13. I still work in excess of forty hours per week for a straight salary. Furlough or no furlough, I'm a bargain for the State of Wisconsin!
14. Since we can't schedule them on days when instruction occurs, and since I teach all five weekdays, I can only take my furlough days when I already have a day off, or take a half day after I finish teaching.

15. Since my teaching load and effort remains the same - and cannot be impacted based on the rules - the reduction comes elsewhere
16. As a tenure-track assistant professor, I have been told that actually taking off furlough time is not recommended because no reduction in research and service requirements have been devised for tenure decisions. The furlough program is exploitative in its design.
17. I continue to take care of my responsibilities as I always have.
18. I continued to work on my furlough days. Since these days are a fiction, I see no reason to play along with it. To do one's job the right way, faculty should be working seven days per week during the academic year, especially if they grade essays.
19. It has not affected me because I still need to get the work done - I just had to identify several days after the fact which I used as 'furlough' even though I did work as usual.
20. I am not supposed to work during furlough time and I am not going to work extra on a weekend to catch up. Other wise it would not be a furlough. So, I go to class a little less prepared and do a little less research and service.
21. The questions don't address demoralization and its affect on performance or what we communicate to students nor do the questions have much to do with the long term effect of pay cuts on retirement income.....the friendly bomb we will note on our future income!
22. I need that time to improve my skills and performance, also the paperwork involved in the furlough days is obscured. There are more efficient ways to track who has and has not used their furlough days, than the ways in which are currently in place.
23. For academic positions, mandating that we not work actually makes more work for us. I am for other positions getting the days off; for us, it is better to just cut our pay and let us work.
24. I usually work on something related to this job 7 days each week. Frankly the furlough days did not prevent me from either coming to my office or working in my office or working on classroom prep or research. I did what I have always done, paid or not - I worked.
25. The work has to be done. The cumbersome system that has been put in place is simply to let the System believe that we are not working for no pay. In fact, that is exactly what is happening.
26. We are not hourly employees - a furlough is a meaningless concept in this circumstance. Unless actual duties are reduced, the workload remains the same.
27. Additional time spent finding and reading at the the UWS FAQ site. All to no avail - as it seems that our pay is cut with no possibility of the promised workload reduction.
28. Tenure expectations have not changed; thus, neither has work load and what needs to be done.
29. If honestly used, furloughs give me 8 hours less time per instance to work on school-related teaching, research, service.
30. There's little incentive to excel when you have pay cuts and less health insurance coverage, yet already teach a forced overload.
31. I have volunteered for fewer service activities as a result of my pay cut. I already had very little time for research/scholarly activity. I have less time to advise students (official furlough day in April) was the week of registration.

32. Although I cannot be on campus on a furlough day, the work still has to get done so I work at home
33. With no reduction in workload my time commitment simply shifted to increase on non furlough days
34. My choice would be to reduce service before teaching and research, and I made that determination based on furlough days.
35. I use my furlough days as vacation days with my family.
36. I worked the same amount and got paid less. Ridiculous. Who in the corporate world would accept that without negative feelings? My salary isn't reflective of what I do as it is...this I know because of salary that new faculty is hired at without my experience or rank.
37. Just have to pack more into each normal day:)
38. I do not feel that I can really lower my workload. none of my expectations have been lowered. I just do more hours of work on non-furlough days.
39. To me, this has simply been a pay cut. I had no decrease in my workload. In fact, trying not to write students or take care of business on the furlough day was probably more trouble. This is why I did not do the paperwork for nor take a 68flexible68 furlough day.
40. I have claimed furlough time but have in reality simply continued to work. Unless the system is going to take 3% off of my tenure expectations, or convince peer-reviewers to accept lower quality work from faculty at 'furlough universities' what choice do I realistically have?
41. I have taken the days of furlough...I would have normally worked some of those days and not others so i think the net affect was neutral.
42. I continue to do everything I have always done.
43. I have a job to do. I will not lie about not working on days that I work. If the state wants to cut my salary to save money, let them do so, but I will not let this jeopardize the work that I feel professionally responsible for doing.
44. There is more of a psychological backlash associated with furlough days. The work still needs to be done. As a result, it seems like a bizarre exercise where you say you are declaring a 68furlough day68 and then work as if it is a regular day. As a faculty member, I am not sure what this is supposed to be accomplishing.
45. These activities are expected. They do not 68reduce68 simply due to 68furlough day68.
46. As an untenured faculty member with little travel monies, the pay cut has caused me to have to be very particular about research opportunities and conferences I may attend. Since we faculty pay for so many research opportunities out of pocket, furloughs are difficult.
47. Faculty cannot take teaching days as furlough days. I am not going to work less hard preparing for my teaching or helping my students learn.
48. I get my work done. The workload hasn't changed simply because of the required furlough days. It's a silly system that in no way fits the kind of work professors do.
49. As we are not allowed to take furlough during instructional time, and preping/grading must be done, I cannot say that it has affected my job performance. However, it has in the sense that those responsibilities have to be doubled up in order to get them done.
50. I'm a professional committed to getting my job done and done well. The furlough program is an annoyance that requires me to shift work to other time periods.

51. I have chosen to cut back on service (as well as reducing the donations my wife and I make to UW-W). The negative impact on my teaching/job performance has had to do with morale rather than with time spent.
52. Nothing has changed - I do the same work - I just do it at home.
53. It is impossible for me to take furlough days during any teaching, research, or service activities so therefore I have not taken any days and it has not affected anything but my salary.
54. work still has to get done
55. Because of the rule against furloughs affecting instructional hours, I CANNOT reduce my workload in any way. I won't sacrifice service and put extra burdens on my colleagues, and it would be foolhardy to reduce my scholarly activity and sabotage my career. And since instructional time cannot be reduced, I cannot reduce the significant amount of preparation time and grading time, either.
56. I've done the same work but delayed by one day.
57. For the current year, I have continued to do what needs to be done and have paid little attention to reducing my job-related activities. However, I plan to reduce my workload in the second year of the furlough system. If furloughs were to continue past the current 2-year cycle, or if recinded pay raises are not reinstated, I will adjust my time to better match the amount I am being paid.
58. I have not been told that there are parts of my responsibilities that I can forego, only that I have less time during the week to attend to them so things have shifted to weekends and evenings.
59. I simply have to work harder and more hours on non-furlough days.
60. I don't stop working just because some bureaucrat says I should. I am a professional, not an hourly worker. I already work nearly 80 hours a week in order to keep abreast of the many demands on my time. What work I don't do on campus I make up at home.
61. Furlough days primarily affected my availability for grading, so I gave fewer writing assignments and less individualized student feedback.
62. I took one flexible furlough day when I was sick in the fall. I actually missed two days, but could only take one day as furlough! I am not allowed to cut back on teaching days, but somehow have to work in mandatory furloughs. This does not work. During the last mandatory furlough day, I had planned to grade student work for an online class. ICIT scheduled a network outage on that day (probably b/c of the furlough) and I was not able to access resources I needed. It is absurd to think that I can speed up or condense grading into a shorter time without cutting back on assignments or teaching days. Get real. Research--see below regarding financial impact. One committee I am on completed a major project this semester, so my service has actually increased.
63. I do what it takes to get my teaching responsibilities taken care of, but students have diminished access to me when I am not available in office hours or responding to e-mails. My service and research have suffered from the diminished time in the office.
64. My work is my work. It is not governed by University mandatory hours. If it was, I would not get anything done.
65. The furlough has had insignificant effect on my activities, since I have not taken time off from my various duties.

66. I have specified responsibilities in teaching and research that I cannot get away from. No matter how many official hours I work, I still have to make sure that those responsibilities are taken care of. What I have some flexibility in are in the service areas, and those are the areas that suffer due to furlough.
67. Having furlough days on days that students aren't on campus makes good sense (the Friday after Thanksgiving, for example). And with a 4-day teaching schedule, I can at least schedule furlough days, unlike my colleagues who have a 5-day class schedule. The furlough days have impacted my ability to meet with service-related committees, and not being on campus reduces my ability to finish my research and have contact with students.
68. How could the furloughs have affected my output? I am a tenure-track faculty member, and my requirements for teaching my classes, serving the department, and publishing have not changed at all. I am working just as much as I did before.
69. Since we are not allowed to reduce teaching time and since reducing research time would adversely affect our standing within the broader community, the only place to reduce time is in the area of service. That, unfortunately, would place a burden on colleagues and so I feel that receiving some sort of reduction in activities in exchange for the pay cut is simply impossible.
70. Having to take a furlough day has meant not being able to meet with and help students on those days.
71. One cannot exaggerate the impact these furlough's are having on morale. It is made worse when the Chair of one's department only addresses it to make it a joke. When that Chair also has a spouse, and has benefited from nepotism, these jokes are even more obnoxious.
72. I have continued to carry out my duties as in every other year, but if this 5% cut were to last very long, my morale would be significantly affected. I would be tempted to make fewer assignments that required detailed grading and would resort more to scantron tests and the like
73. As a professional, I do my work whether or not I get paid. The furlough policy requires that I shift my work to other days. This is an inconvenience to me and impacts time spent with my family.
74. Although I have been doing the same service and more research, I feel we should be doing less because of the furloughs.
75. Same amount of work - less money.
76. I still did my scholarly activities on Furlough days just as I would in a weekend or during vacation.
77. I skipped a faculty meeting. I don't think my absence was a big deal.
78. If we are to be effective and endeavor to keep up, how can we 68furlough68.
79. Scholarly projects and service work need to be attended to regardless of external/furlough circumstances. Since classes are not being canceled, teaching is not affected at all by the furlough program. Most instructors work more than forty hours a week in any case. Their work cannot be constrained to an eight hour a day schedule with free weekends. I believe most faculty did not reduce the number of hours they would have worked anyway.
80. There is no such thing as a furlough day. Too much work too be done.
81. My position is 3/4 teaching and 1/4 admin, although in reality its about 1/2 and 1/2. I can work around the classes since I view that as my primary responsibility, but administrative tasks have been delayed.
82. The amount of my work (research, teaching, and service) remain the same. Is this fair? I don't know but I believe working diligently will benefit the larger community and indirectly benefit myself too (e.g., hopefully, no more furlough next year).

83. When I am forced not to do work, the consequence is that some work does not get done.
84. I just do my work anyway
85. We were told by the chair that we have to take furlough days but that we cannot take the time off from teaching. No reducing in-class time, and I assume no reducing any related work time for teaching (grading papers, etc.). I've taken 68pretend furloughs68 all year, doing the same amount of work I usually do (sometimes more) but getting paid less.
86. It's clear the furlough is a logical way to preclude having to make position cuts or cuts to salary bases. I, for one, would rather have the next state raise be based on my current base salary rather than one reduced by 3.65%
87. My attitude about my job has shifted as a result of the furlough. I don't feel valued. I lack the willingness to 68go the extra mile68 as a result.
88. Since we can't take teaching days, the only realistic day to take off is a research day.
89. I do all the work I did last year. I just work at home and don't do e-mail on designated 68furlough days68. It's just a pay cut which is supposedly coming back to us eventually.
90. I used the days for outside professional service. I considered that not to be covered by the furlough.
91. Of course we are being required to do the same amount of work using less time at the office. We might as well say what's really been done to us. P.S. I don't consider not having to prepare the merit document as a reduction in workload.
92. it is nonsense to imagine that we can legitimately cut down on efforts in any of these areas
93. I have only taken one flexible day so far. My work days and hours normally extend beyond the days and hours potentially affected by furlough.
94. Utterly stupid that we can't include teaching days. The only days we can take off affect our research agenda and, therefore, our ability to make tenure. I understand the need for us to 'take a hit' but there is no recognition of this problem from the administration.
95. Given my responsibilities to editors, conference organizers, and the manuscripts I have to work on and the scheduled meetings and class periods, there is no way I can change anything to my existing schedule.
96. Research always suffers.
97. No change in time spent teaching or other job-related activities.
98. If there is work to be done, I believe most people do the work needed on the furlough day anyways.
99. My workload has not changed. Furlough just means that I am not paid for my time and work. If I truly take a 68day off68 I simply must make up all of the hours and work on other days.
100. DOES FURLOUGH AFFECT THE GOVERNOR, PRESIDENT OF UW SYSTEM, CHANCELLOR AND PROVOST OF UW-WHITEWATER?
101. Just guessing.

Question 12. Please comment on Question 11: *How has the furlough program affected you financially?*

1. My partner and I both work for UW, so together, it's multiple thousands of dollars.
2. The pay cut for me is equal to three months of tuition that I pay for my child's care while I am fulfilling my job responsibilities. Or equal to almost 2 months of mortgage payments!
3. less income means less to spend and save...how can this not have a financial impact?
4. Pay reduction due to a furlough is combined with a significant cost of living increase. This amounts to a major decline in a standard of living and a reduction in personal spending.
5. I'd prefer to have the money, but I desire most of all to have my job!
6. A three percent paycut isn't desirable, but it could be worse.
7. As I am part of a two income family the immediate financial impact isn't as great as if I were the sole bread winner. However, the long term financial impact is greater in our family, b/c my husband and I both work for the state and are thus twice impacted in terms of our salary.
8. The furlough gave us a salary cut, and we also did not receive any salary raises this year.
9. I understand there is a 1-3% paycut with this, but I don't know exact details.
10. This furlough has had a profound impact on my family financially.
11. A nuisance, but not a big deal. I don't mind giving up the money so that others can keep their jobs. I DO mind that the furlough provides no meaningful workload reduction. I'm expected to do my entire job in less time.
12. None of us are at poverty level wages. I do not like a 3.5% pay cut but I'm not starving.
13. The money hurts, but I earn higher than average income (for the State); it is much worse for classified staff, especially the custodians.
14. Since I took a cut in pay from my previous teaching position to come here, every penny has counted. While I don't really miss the raise that didn't come through this year (since I didn't get to live with it for any period of time), having any amount shaved off my salary has an impact.
15. Combining the furlough with the loss of the pay raise (which unions did not take) has cost me over \$5000 this year - stupid question - of course it impacted me.
16. I have not been able to save nearly the amount I have in past years.
17. We have a double income (my wife works, also in a furloughed job) so the impact is minimal.
18. My wife has had to work more hours at her job to make up for some of the lost income.
19. I have a contract and a budget and am very fiscally responsible. I am also starting out my career, family, household etc. To tell you I will make thousands less than my contract really affects my finances. If I did not have a very conservative budget things would be a mess. There certainly is not much disposable income to spend in the community.

20. The money taken from us is forever and no end is in sight.....does anyone 68on high68 have a soul or a backbone?
21. I was counting on those funds. I'm forced to use my credit card more which is not a good habit to be in, and I would really not like to have to do that.
22. I make about 30% of what my value would be in the real world. I only do this job because I love the classroom. If I were a normal human being I would quit immediately and work where I was paid what my skill set is worth. Then to receive a pay cut 68furlough68 has only served to add a huge pile of insult to my already shameful salary. I have seen dozens of my students go out with a fresh B.S. and get either the same or higher salary in their first year. So - to be honest - the salary is a travesty and the furlough adds to it - but obviously I am not smart enough to quit.
23. You need to look back at the number of raises that were taken away. I can recall, I believe, the last three years the System would make the announcement to the papers that we were to get a 2% or 3% raise. Then it would very quietly disappear, leaving the public with the perception that we are overpaid. I am in debt with student loans from my PhD. They kicked in the same time as the pay cut (call it what it is, please). My pay is more than \$10,000 below the national average.
24. I am fortunate to be able to afford the 3% furlough pay cut without any serious problems with my family needs. However, the permanent 2% pay cut will become a significant reduction as it will multiply each year for the rest of my career and into retirement.
25. I have received other incentives that have helped to balance the loss from furloughs.
26. I need the money I get, I work hard for my money so to get 3% less is a hardship
27. No raises for several years, a pay cut, and more money out-of-pocket for health insurance has a significant effect on already-low salaries
28. My family has revised our budget and cut where we could. We were already on a tight budget. The area it most affects is my ability to save for my children's college education.
29. any loss of pay without reduction in work load is significant
30. The furlough came at the same time as my daughter was going to college, so the furlough, the rescinded raise and double digit credit card interest has created quite a hardship
31. To keep our university system going, and to keep all of our positions, 3% is a small price to pay.
32. While the pay reduction is a significant amount, I also received a promotion and other duties so that compensated for the pay reduction. I understand the economics of the situation and since everyone is contributing 3% this provides for staff that would otherwise need to be cut.
33. I live like a retired person on a fixed income.
34. Other income supplements on furlough days
35. That additional money would have gone into savings==which i need to help take care of my house and put my child through school.
36. furlough together with no raise has significantly affected my expenses. This is a pay cut of almost 5%.
37. People seem to forget that we were supposed to get a 2% raise, which was ultimately cut from our salaries. This is a permanent economic injury. That said, the furlough at least is a temporary (we hope) 68pay cut.68

38. It took away a significant portion of my summer stipend making me the lowest paid professional on my research project. This in turn will impact my ability to sustain my research part of which I fund out of pocket when other sources are unavailable or insufficient.
39. It would be nice to be at my normal salary level. We work hard and we deserve to be paid our due. It doesn't help that the normal salary is below average either.
40. Roughly \$170 reduction per paycheck is a pretty big deal for me. I wish it was not, but it is.
41. As I understand it, the salary reduction affects my take-home pay, but does not affect my retirement pension. If it affected my pension, then it would have had a significant impact.
42. For faculty members, this is unclear, since I believe that the furlough pay simply comes off of our monthly paychecks. If this is not the case, then I am very confused as to how this is done for faculty and instructional academic staff.
43. Retirement savings, child's wedding this summer, and two other children in college. I'm certain your guess about how these situations are effected by salary reduction.
44. Plain and simple, it is a challenge to take a pay cut! I have had to alter my expenses, and as an untenured younger professor, it is difficult to adjust my budget after rent/household expenses have been set for the year. I do understand that the furloughs are keeping people in jobs, and this is a good thing. However, aren't there any other options???
45. It is important to remember that state workers are not taxed on the \$\$\$\$ we are not paid. So the net impact is less than the 3% per year plus the elimination of our 2% base raise. I think #11 should have had somewhat significantly as a 5th choice.
46. I've intentionally avoided pondering this too much. The furlough system is a fact. I'm dealing with it.
47. The loss of \$\$ could not have come at a worse time, when a new baby is due in my home. Instead of making everyone take furlough (and thus, lose money), I would have rather had the governor or someone mandate some low % of actual layoffs of non-productive faculty. Dead wood can usually be identified with all of the Purple Book, merit, post-tenure review and other methods we have in place. These persons would have been unhappy, but the survivors would be fine. As it stands now, everyone got a pay cut, so everyone is unhappy. The fear of losing one's career should have improved productivity with the best rising to the occasion, analogous to natural selection. Looking at my colleagues, I KNOW that I would have survived a fair, productivity-based layoff. Instead, we have the shared pain that now leads to the drive for faculty unionization, where, of course, the call will be made to standardize salaries based on rank. For faculty with higher market factor scores (from CUPA), the probable result is even further salary reduction.
48. It's effectively a pay cut.
49. It's simply that I got a 3% pay cut. I'm making less than the offer that UWW gave me to begin with.
50. 1 kid in college every bit hurts
51. As a humanities professor at a regional campus, my kids nearly qualify for school lunches as is. The furlough has eliminated the small amount I might otherwise save toward their education and my retirement. Perhaps there is another way to help the <50K crowd who shoulders so much of the teaching burden?
52. It could be worse than 3%!
53. I am significantly underpaid to begin with. Furloughs make an unpleasant situation worse.

54. A three-plus percent cut is a larger amount than the two percent that was seen by upper administration to be a good raise, so it must be a significant amount. This is especially disconcerting given that the furlough plan may have cost more than it saved and, in effect, only shifted money that I have earned into others' pockets.
55. I am trying to pay my student loans. Now that I have a reduced pay check I am unable to pay the student loan so the interest is accruing rapidly. This will snowball. I will never pay off my student loans in a life time....
56. Less money is less money.
57. I am close to retirement, and the furlough-driven reductions in my pay will reduce my retirement income. I am appalled at the financial impact but locked into the job at present.
58. I accepted this job and signed a lease on the basis of a pre-furlough offer, and the pay reduction took me back to a level of barely getting by.
59. Because of the 68salary increase68 implemented over two years that was canceled, I have yet to make the stated salary that is publically available online. I have a car payment, a house payment and health insurance that I need to cover. I may not be able to attend a major conference in my field this summer b/c travel funds are limited and it will cost about \$1000 to attend. That limits my ability to keep up on my field and do research.
60. I accepted a contract at this university expecting a certain amount, and budgeted accordingly. The furlough program has resulted in my family having less spending power and diminished savings.
61. It was a significant cut in salary. Furlough plus the loss in pay raises meant that I now make less money than I did last year.
62. I, of course, would prefer not to have the salary reduction but I can live with the financial consequence.
63. My wife and I live beneath our means and always have, so this isn't going to break us. The lack of long-term upward mobility is troubling, though.
64. In other states, pay reductions and furlough time is contingent upon salary. I think this should be the case at UWW as well. As it is, as a female, my salary is below my male colleagues; as a social scientist, below my colleagues in the physical sciences and business. I feel that my salary is well below what it should be and this sets me back way too much.
65. You need to ask questions about the morale in general. The amount we are paid is terrible, and made worse because there seems to be a practice of paying women less than men.
66. Well, 5% of one's income being gone does cut into money for travel, books, etc. In my case, I also help out several family members financially, and how much I can do this is somewhat affected
67. It's not just the furlough program but also the revocation of the 2% raise.
68. Since my wife is a 50% department associate, the combined loss is almost \$3,000 a year which is a large amount of our income.
69. My income went down - a bummer.
70. Loss of the money was important, but I'm close to retirement and my house and car are paid off. I can understand, however, that people with children at home might have had problems.
71. A reduction in salary, especially in an apparently 68undervalued68 position, at this time of career and life is a major loss for now and yeas to come.
72. I know how to budget. Would have just taken the pay cut. Paperwork for furlough ridiculous.

73. most of us are over-paid
74. I'm sure they affect me, but because of increases in my spouse's salary and retirement income from a source outside the university, I've not noticed a change.
75. I count on my salary to live. When you take part of it away, it counts.
76. money was already short. now it is shorter
77. I have a son in college & bills like everyone else. Since we didn't get our scheduled 2% raise and then got another 3% lopped off our salaries due to furloughs, I can feel it financially. I've done things like cancel my landline phone to reduce expenses, cut out eating meals out (not that I did much of that before), and no clothing budget. I'm glad I have a job, but boy do we need a union.
78. It is noticeable, but not so great as to cause significant problems - it's better than losing my job, and better than having to pick up a portion of someone else's load who might have been laid off, either through overloads or increases in course caps.
79. I feel like I should look for new employment as the salary at UW-W isn't keeping up with inflation. New hires get more than veterans. In what other profession does this happen?????!!!!!!
80. The longer I stay in this job, the less money (adjusted for inflation) I seem to make.
81. Since both my wife and I are state employees the income loss is noticeable, but not intolerable.
82. I could use 100% of my pay.
83. My savings and spending have been reduced in proportion to the reduction in pay.
84. Living on one salary with student loans and grad school debt -- this is basically my car payment gone.
85. It's more frustrating than financially impactful.
86. Not sure how this will effect retirement.
87. It mainly affects moral. If my family did not have a dual income, I beleive this would significantly affect my family financially.
88. YOU CAN ALSO ADD THE FOREGONE TWO YEARS OF RAISES WHILE BAILED OUT WALL STREET ENJOYS TAXPAYER BAILOUTS AND HEFTY RAISES
89. 3% salary loss

Question 14. Please comment on Question 13: *How has the furlough program affected your attitude about...*

1. Long term job stability is partially determined by the financial health of the state, so furloughs aren't a good sign. Likewise, the fact that we've basically been stagnant for all 7 years I've been at UWW has been a bit troubling, since the economy was theoretically growing for a good portion of that time period. But the furlough program didn't hurt my opinion of UWW certainly (since they presumably had nothing to do with it).
2. At least its not a cut in base pay or in staff, but UWW salaries lag peer groups across the nation and this is having an increasingly significant and detrimental impact on recruitment and retention. The road we are on is one towards the bottom of the barrel in professional talent.
3. Pride from performing this job is largely gone. There have been no meaningful pay increases for many years. The pay gap between the market and UWW salaries for professors has grown showing that trying to build a career here is/was a bad personal decision. We have found that we are expandable. Top priorities of the State administration clearly do not include University education. Very frustrating!
4. I'm not unhappy to have my salary cut as a way to maintain jobs, mine as well as the jobs of others. I think that teaching days should be cut occasionally. The implication is that teaching can just magically happen without prep and grading time. Even more troubling is the message that research time is undervalued. I would be happier with the whole thing if the paperwork were handled administratively.
5. All we heard about was this huge state budget deficit, and yet the state continues to spend money (\$500,000 for a Madison children's museum?) while UW faculty took a 5% pay cut (after raises were rescinded). Building projects (like new dorms), continued hiring of new tenure lines, hiring new faculty at above current department faculty salaries, and other sorts of spending make it appear that the budget situation was really not all that serious.
6. I am glad that our state is doing furlough as opposed to (hopefully) lay-offs of faculty. I know of states that are letting go of un-tenured faculty. That makes me a little nervous.
7. Faculty salaries on our campus are already low, and I have not received a substantial raise in many years. Having no raise this year, and the furlough cut, decreases morale even further.
8. Isn't this a system decision?
9. As noted above, I don't mind giving up the money so that others can keep their jobs -- seems equitable to me. I DO mind that the furlough provides no meaningful workload reduction. I'm expected to do my entire job in less time. As a tenure-track professor, I feel this puts me at a disadvantage. 12 full days of work over two years would be time enough to crank out a grant proposal, or a draft of a paper, and that makes a difference. I don't like being forced to sacrifice the quality of my teaching, but I feel compelled to do so.
10. System should have arranged things so that all furlough days are non-teaching days, i.e., regularly scheduled classes get cancelled. The students (those who are paying for teaching etc. that is absent) should feel the pain of furlough.
11. If it's a choice between furlough and having the system cut positions within the department, I'll take the furlough. It doesn't speak much, though, toward long term financial stability, since I can't really count on my salary either increasing with time (and cost of living), or even maintaining current levels.
12. Resume is out.
13. Such programs hurt morale and affect faculty attitudes toward their work.

14. Furloughs for faculty is a dumb idea. Why not just reduce our salary and save everyone a lot of unnecessary hassle?
15. With all the talk about assessment, when will UW-System be assessed? I see no reason for the continuation of about 3/4ths of the System positions. They could save payroll management positions (since payroll may be more efficient done on a large scale) but scrap the rest and give it back in teaching positions.
16. I lost 6 days, over a week, that I could have been spend doing research or improving teaching? Have the criteria for tenure or job performance been changed?I signed a contract saying I would make a certain amount. Now I am not, how do you think this makes me feel about job stability or security?Add up all the time the professors and staff would have spent working on teaching, research and the other UWW an UW Systems missions and goal. How could my attitude improve? How much has our mission and goals suffered?
17. The deadening of passion is not a small thing....what has been damaged is hard to resurrect (and this is not abstract, it is a real deadening of zeal).
18. Private schools don't have as many furlough days. First furlough days, then what's next when the budget doesn't improve... cuts? Furlough days are clearly only a band-aid temporary solution. What is UW-System doing to improve it's situation to ensure no more furlough days ever again in the future? Anything?
19. this has been a waste of our time and effort, which could have been used to improve productivity and help the state solve its budget problems. We should spend one furlough day/year developing cost-savings ideas for our units.
20. I understand why they enacted the furlough - and I know that it is not just the UW system that is in a difficult financial situation. However, I would have rather seen other options presented. Doesn't mean that they were better options - just seems like faculty salary is the easiest target and first option.
21. Not only was Kevin P. Reilly willing to donate my pay, he donated it for TWO YEARS. One year I perhaps could have forgiven as a response to a crisis. Two years meant that little is thought by the System of its employees. I think this is despicable. As soon as the job market stabilizes, I believe people will flee the state system because it has shown how little regard it has for its employees. Public school teachers have not suffered furloughs. Not sure why we were offered up as sacrificial lambs.
22. I don't fault UWW, but I do fault UWS for not representing us better at the state level.
23. UWW and UWS administration has explicitly refused to acknowledge that faculty and academic staff are working the same workload with a 5% pay cut (2% of it permanent). They are contributing to disinformation - an appalling violation of the university's role as an institution of public education.Their refusal to proactively make this a publically known fact is enormously disrespectful and has contributed to low morale. It sends the message to both the public and faculty that our current pay is too high for what we do and that we can continually do more for the same pay and/or do the same for less pay.
24. Other states have similar furlough situations, but the decrease in compensation without a corresponding decrease in workload does negatively affect my attitude about present circumstances.
25. UWW should have just specified all the damn days, and relieved us of the headache of calculating and scheduling the 68flexible, individually-determined furlough days68.
26. Am actively looking for another position, though I'd really like to stay here. It's a good school, but the state is dismantling it bit by bit.
27. I have worked to serve my students who I feel are being cheated the most by the furlough. I have been reluctant to volunteer for committees, new assignments, innovations and this is also evident in my colleagues.

28. The UW did nothing to create these furloughs. They were governor mandates. We are simply responding.
29. Everyone may complain about the program, and it is better not to have it, but if it comes to having a furlough vs. losing positions, the choice is clear - I support the furlough over losing positions. Other states have required much greater pay decreases and it is better to have the days off rather than just having a pay reduction.
30. How is that the state employees shoulder much of the dept of the entire state?
31. I understand it is necessary - it does make me think of better and more conservative financial planning in the future
32. I feel angry. We are not paid enough as it is. The furlough is a farce.
33. I feel neither our campus nor UWS is protecting faculty.
34. Hey, grow up and quit sounding like a spoiled brat. This affected all state employees and if the state doesn't have the money . . . It was a much better decision than layoffs. If you wanted a better income why did you major in Art History?
35. I feel there is little to no understanding on the part of the system or university about the nature of our work and the time required to fulfill the ever-growing expectations placed before us. I feel my work is undervalued and trivialized by the furlough plan (and the illusion of a 9-month work year).
36. I am definitely working as hard as I usually do...but I resent the decreased pay and it makes me want to look for other employment opportunities. I feel underappreciated for the work that I do.
37. I understand the concept of furlough days, but I resent a few of the notions that are implied in all of this. First, the lack of consultation is disturbing. Second, the notion that we would reduce our work load is absurd. We don't. Or, if we do, it's on the margins. Third, what is the logical conclusion of this? That we don't work or our work isn't important enough. Why shouldn't there always be furlough days, then?
38. I understand the financial necessity of furlough days. However, just because we have gritted our teeth and moved forward does not mean that it has not impacted morale or job satisfaction. This is a type of quiet, below-the-radar type of problem that is difficult to track and also difficult to gauge the long-term implications for individuals as well as the institution.
39. Why is everyone pretending that furlough can be taken? Until teaching activities can be reduced by furlough it is one GIANT farce.
40. It seems that the UW System should find another way to reduce budget than to immediately cut salaries.
41. I support the furlough program. It helped prevent the loss of teaching positions, and it is important politically for state workers to do their part in this, the worst recession since the 1930s depression.
42. I see this as a state crisis, which of course, affects perceived job stability and security.
43. The requirement to not work on furlough days is political showboating.
44. The Governor and the UW-System administrators are making a joke of faculty shared governance.
45. I still love my job but I sure do look forward to getting that 3% back. My attitude is that the cuts were necessary - it reflects the private sector. UWS should have communicated to the tax payers that we are giving too - gov't jobs are not a place to hide from the recession.
46. That fact that faculty had the 2% raise rescinded and others did not was a huge morale buster

47. What's bothered me from the start is the rule against reducing instruction time--it makes the furlough nothing but a pay cut. Much worse, though, is what it implies about the work teaching faculty do. It implies that we can take more than a week off without affecting the work we produce; even worse, it implies that we already do this on our own. How else can one rationalize that not working on these days will not affect our teaching? This plays right into the negative stereotypes of college professors as crackpot slackers.
48. I recognize that we're in difficult financial times.
49. Faculty are consistently told to expect more of students, ask students to write more and more often, and push students to engage in critical thinking. I agree with all these suggestions but wonder why I should do these more time- and labor-intensive things when I am being paid significantly less than before. While I have and will continue to do what I can to challenge my students, I won't include things that will increase my workload. I understand the financial difficulties that we are experiencing. I am glad that I have a job and glad that UWS has not had to actively lay off faculty (i.e., other than not filling vacant positions). However, the UWS must recognize that continuing the pattern of underpaying faculty to begin with, then cutting their salaries further during difficult times, will inevitably result in the inability to attract AND KEEP qualified faculty. In the past I have not seriously explored options elsewhere, but I have begun to do this and will continue to do so. Opportunities are slim right now, but the current situation at UWW/UWS does little to breed loyalty to the system for when things do improve.
50. My understanding is that UWW and System were not in favor of this plan, so I do not blame them. This is one more piece of evidence that our elected 68 leaders are not doing their jobs well enough.
51. I am looking for jobs outside of WI. I think it is TERRIBLE to punish a small group of employee's when our wages are already laughable.
52. Please problem is incompetent elected officials rather than UW-W or UW System administrators.
53. If the state cannot see that financially penalizing their educational professionals for fiscal mismanagement over many years will drive away the younger ones, then they deserve the compromised educational system they will inherit.
54. The pay was never the big draw to my position, but the cut was demoralizing nonetheless. I accumulated a heavy load of debt in student loans while I prepared for this career, and I, like many of my colleagues, have invested and continue to invest heavily in this job--both financially and in time and energy. While I am willing to give what I can to the school and state, in light of the overall economic situation, this has been significantly more stressful than many seem to realize.
55. I just spent a great deal of money buying academic regalia for graduation. Now I hear colleagues say they will take a furlough day on every commencement day. Some talk of a faculty boycott of graduation. I realize this would be a symbolic gesture, but it expresses the anger we feel about the decision to cut funding for education yet again. It is utterly demoralizing to work in a climate where state bureaucrats have absolutely no respect for what we do.
56. I agreed to do a job for a certain amount of compensation and had that amount reduced. I have no confidence that this will not become a permanent reduction. How would this not give me a worse attitude about any aspect of my employment or employers?
57. I like working at the University. It was my life choice. The economy is the economy.
58. It just feels that we are always being asked to do more with less. This happens in the classroom and now in our own personal arena.
59. The furlough program is understandable as a way for the state to try and save money, but the way it was implemented is par for the course for a state institution/state system, so even though I was unhappy with it, it didn't change my attitude.

60. I am leaving the system.
61. What is there to say? We all know that we're lying to ourselves. I understand why the governor had to implement this the way he did, but I think most of us are working just as much as before. I know I am.
62. I've been encouraged to suck it up and have done so. I'm wondering, however, why the university administration and the system haven't fought for me.
63. The way that the furloughs have been handled by the administration -- that is, letting off days that are non-teaching has added salt to the wound. The impersonal bureaucratic way this university handles everything from summer pay to furloughs to parking to tickets to university lectures and events is a constant source of humiliation. That is, the university has ways of signaling that the faculty are unimportant.
64. The furloughs have not made me enjoy teaching or scholarship less. As a tenured person my job is secure unless the state starts doing away with whole programs.
65. I'm already behind in pay. This adds insult to injury.
66. The furloughs make you care less about your job security. I think I am more sarcastic about the university and system. One still does his teaching as well as he can but I am bitter about how I was treated.
67. It is a bit demoralizing to work hard while falling behind financially year after year after year.
68. I understand why public employees needed to be involved across the board in the budget cuts.
69. I didn't let the furlough affect my job performance.
70. Well. . . it was a system/state mandate.
71. The furlough program just makes me cynical. I'm glad we could save jobs by doing this--we did, didn't we? But to have many of us struggling to pay bills & without a raise for years & years...it's just hard to keep going. We were already overloaded at work (I teach English, with lots of students & lots of papers), and to get paid less for it really hurts. I still work at publishing & doing service at both the university & outside, but what does it matter? I'm not rewarded for it, not in any way.
72. If this furlough mandate was directed only to system employees, my outlook would be different, but as this applies to state employees across the board, it seems as fair and equitable as such a thing can be.
73. My attitude towards UW-W and the system is quickly declining as a result. I don't feel valued. When you value something you do EVERYTHING in your power to keep the person. There are things that COST NO MONEY that would let people know they are valued. I haven't seen any evidence of these ideas being put forward.
74. While a furlough is better than a paycut in that it theoretically will be of limited duration and allow us to return to our pay scale at the end of the two years, I don't have faith that the UW-system will come through with that (or the pathetic raise that we were supposed to have before this kicked in).
75. This once was a very strong system and the state supported education. The state's focus on spending has shifted to be the prison system. With these priorities the state will continue to suffer. I anticipate furloughs will become par for the course.
76. The fact that everything is not much worse is only because others in this economy have been hurt even more.
77. On job stability and security, it's just fear of the unknown and the idea that there may be no one to blame and no recourse if we knew who it was.
78. We were poorly represented in the discussion about how furlough would impact instructors

79. I see the furlough program as a difficult solution to a difficult problem. I'm glad that it may have avoided the hasty cutting of some positions or programs, including mine. Being forced to spend time occasionally on something other than work, intrinsically rewarding as the work may be, is not necessarily a bad thing. The furlough seems to be applied equitably among faculty and academic staff, though it seems less of an imposition for unclassified staff than it does for classified. The details are hard to keep track of, especially in regard to monthly sick leave reporting, which may discourage use of the self-selected furlough days.
80. Makes me feel underappreciated.
81. My attitude is determined by my affiliation to the world community of teachers-scholars, to my students and other faculty members. So the furlough is irrelevant to my attitude.
82. It's a stupid idea to have faculty take furlough days. During the school year we can never be off. I understand the reason why everyone did it. There is just no getting away from the work when classes are in session. Our schedules are so varied and demands are continual.
83. I view the furlough program as a necessary device (a kind of legal fiction) needed in order to reduce state government spending legally to comply with union contracts and with state and federal labor laws. I recognize the urgency of the state budget crisis, and therefore do not begrudge having my salary reduced, I hope temporarily.
84. I appreciate the difficult position that the UW system was placed in, and understand that the measures taken were meant to preserve jobs and pay-rates in the long term.
85. ADMINISTRATOR PAY STRUCTURE AND RAISES ARE DEPLORABLE
86. Varies.

Question 15. Additional Comments: *Is there anything else you would like to share?*

1. If we have to do something like this again, find a way to make furloughs for faculty actually a workload reduction - cut meetings, let us cancel a class, etc.
2. Funding for a high-speed train project from Madison to Milwaukee would have served the public better had it been spent on University education. Wisconsin spends more on corrections than on education. Is this the right way to assign priorities?
3. I liked MN's plan to have the higher-paid administrators take more furloughs than the rank-and-file. I thought that the multiple communications as System figured out what it was doing were a MESS. I don't understand why academic staff needed to pay as they go instead of having it taken from every check like faculty. And I don't believe that I needed to string them out instead of taking them together since I'm not paid weekly and the amount was coming equally from each check. And your survey did not allow for 12-month faculty who take FOUR individually-determined furloughs.
4. I would prefer a time-limited pay-cut in lieu of furlough. Not only do we have the loss of pay, but we have the stress of figuring out when to take furlough days, reporting it, and how to get our work done anyway.
5. If it is true that layoffs would have been needed without the furlough program, then I do appreciate that furloughs were used to address the budget deficit. It may have been the lesser of the evils, but I do wish it had not been necessary.
6. Just to reiterate, I'd be perfectly happy with the furlough plan if it came with reduced obligations. As it is, it feels like a dishonest pay cut.
7. I think the furlough program is going to get us on a slippery slope on the race to the bottom. If the Legislature can convince taxpayers that these paycuts and loss of work days had no noticeable effect, that will enhance our status as the lowest paid professionals in the region, further harming recruitment efforts. This is why I believe that students and their families need to feel the pain of furlough in the form of getting less education for their tuition dollar.
8. Just call it a pay cut. It won't be so insulting if you do that!
9. Totally ridiculous idea for people who cannot take time off from their primary job - I am taking it in bits and drabs and frankly still working despite being forced to lie system that I am not working.
10. Given that unemployment in the US is at 10% and it is even higher in this region of the state, a minimal reduction in salary doesn't seem to be outrageous to me. Also, furloughs are certainly better than lay-offs. As a tenured faculty member I am lucky enough to have better job security than most people in the country and I think that it is important to recognize that. Additionally, in many other states, the number of furlough days have been much higher than what we are facing in Wisconsin.
11. A pay cut would have been more honest.
12. What is the point of even having a contract? I have a contract, but it is quite evident it is meaningless as it can be arbitrarily changed by the State or University.
13.what's to say and who listens anyway?
14. The best thing you could do to save the System is to rescind the furloughs for 2010-2011. Faculty and staff outside of Madison need more pay. I am tired of retention funds being directed at Madison. Your other faculty

matters, too. It is time to address the pay deficit that we have been working at for years. If you sense frustration here, that is exactly what I have. Lots of frustration and bills and very little money.

15. Personally, I find the furlough concept insulting. If the state must cut my income in order to balance the budget, then so be it. But to call it a furlough and pretend that I am getting 68time off68 as a result is beyond ridiculous.
16. I hope the UWW page for tracking furloughs will be efficient and help save the additional time that has to be taken away due to furloughs (e.g. tracking and recording).
17. The furlough is demoralizing and destructive to the morale of already overworked faculty.
18. I have heard from colleagues in other states about far more draconian measures taken there. Illinois, for example, is requiring faculty to work to age 67 in order to collect retirement. This system is much more sane, even if not fun.
 1. It would be nice if we could use multiple furlough days in a week. Being restricted to only one per week is silly.
 2. I would like to be able to set the dates for all of my furlough days rather than being only allowed to set half of them.
19. Additionally, having furlough days means that we finally have real vacation days, so I am not too upset about them; I just would like more flexibility with them.
20. My morale is the lowest it has ever been. We are not a team.
21. The scale on question 9 should be re-ordered. 68Insignificantly68 should be to the left of 68no change68
22. The fact that we are asked to pretend that we are doing less work is almost as annoying as the pay cut. We are not doing less work. It does make it harder to get important work done--in relation to Inclusive Excellence for example and gender issues.
23. I strongly believe the faculty must have been consulted about what affects them particularly furlough, raise and health care.
24. I fundamentally believe that students should be affected by a furlough. A portion of the time off should be taken out of instructional duties. To not do so, privileges this aspect of our jobs. Of course, the real reason is that taxpayers might get upset if students lost class time. it is a political shell game, and the faculty end up paying the price. Not only do we get a pay cut (lost raise) but we also get a furlough pay cut. I know that students have borne large tuition increases, but they are the ones who get the services. Basically, I am "paying" a disproportionate amount to send students to school. I pay taxes. If I children going to college I would pay the tuition increase. But on top of that I have to pay via lost raise and furlough cuts. I don't understand that. If you pay less money, why wouldn't you get reduced services?
25. Furlough plans assume that people work a regular, 40-hour work week and perform tasks that can be simply left undone. That is not how most faculty work!!! The requirement that I can only take furlough on days/times when I have no specified obligations is to give me something useless and meaningless. We might as well add a new benefit to the list for all employees -- free air, all you can breathe; it would make as much sense as this furlough program's implementation.
26. The state is likely losing money by implementing the furlough program, at least in its current form. It is too bad that they needed to use this silly mechanism to try to save money.
27. Although there were questions tied to productivity, I must confess that I do not know how my productivity has been affected. In part, this may be due to the fact that this type of issue is tied to workplace climate. I can say

that this has been a very physically and emotionally draining year for many (faculty and administrators alike). What part can be attributed to furloughs is unclear.

28. Again, I understand that the furloughs offset some budget crises in the state. However, there has to be another option, considering that Wisconsin's pay raises are among the lowest in this country. Do we not want to retain high quality faculty?
29. I appreciate the role of the faculty senate since individual faculty have absolutely no power, in my opinion, with the current chancellor in charge. I think he is a great ceremonial chancellor, but someone else should make policy, after soliciting AND seriously considering, input. I think Martha Saunders was a great chancellor.
30. The facts that we can not do much about this and that the leaders do not need to listen to us does not make the politicians and UW-System leaders any less cynical and exploitative in their administration.
31. I really wish that our admin folks did not have to do this - I would have gladly - GLADLY - taken another 1/2 day so my admin didn't have to take a 3% pay cut (or whatever it was she lost). It was not even an option - like the sick day donation idea...I would have gladly donated a few hours at my pay rate so she wouldn't have to give up some of her pay.
32. I would prefer a straight salary cut if needed to balance the budget as opposed to making less and having to take time away from my work. This system might benefit staff at a university, however, it is nearly impossible for faculty to fit into this scenario.
33. email crashed on a furlough day - mailbox became full
34. My disappointment with the system is that they haven't pushed the governor on the instructional time provision. Shut the system down, and reveal to the state what is lost when we don't fund it! And I hope those in the know don't think the faculty will sit quietly for a furlough renewal the next biennium. . . .
35. I would not normally get very involved in efforts to organize faculty for collective bargaining purposes, but continued use of furloughs, failure to reinstate pay raises, and/or failure to provide reasonable pay raises in the future would lead me to be very supportive of these organization efforts.
36. If I mention that I have something left to share, does that mean someone will try to take all or part of it away?
37. If you plan to continue furlough, than you should also pay the interest on our student loans. Why are we being punished for going to college and getting a job? Or did I just miss the handout that said that college is only for rich people?
38. I have not expectation of seeing any meaningful increase in salaries prior to my retirement which is still several years in the future. Put another way, I have no expectation that elected officials can competently solve their financial mismanagement of the state's resources, especially personnel, prior to my retirement.
39. Why haven't state legislators been required to take furloughs? After all, they should suffer for their fiscal mismanagement of the state, not those who have no control over it. Also, why have EFT employees been allowed to avoid furloughs?
40. We are willing to do our part to reduce the budget deficit. Make furloughs transparent to students and taxpayers in general. Cut teaching days so we get a work reduction just like every other state employee.
41. I understand this is necessary to help with the state budget situation. But the guidelines for taking furlough should be made much clearer to all staff. Apart from 12-month and 9-month appointments, there are staff who receive less than full time summer support (grant, teaching, etc). There is no clear information for those folks who work in the summer. To be fair, taking furlough should mean doing less work but this is NOT the case for most folks. I think if we are asked to be on furlough, it should be on days when the university is closed/off.

42. This why faculty members vote for unions.
43. If the university cared to change the atmosphere, they would look at making policies that promote the faculty. Instead, the university seems to operate through favoritism of a few. Also, I would like to see the administration acting more vocally to promote the university, the faculty, and the liberal education program. From reading press coverage, it seems that the only promotion that is ever done is for the business school.
44. I think the furloughs were probably fairly unavoidable given the state budget deficit. I am thankful that we handled the staffing problems with furloughs for everyone rather than layoffs.
45. The manner in which these furloughs were implemented was dishonest and an insult to our intelligence. The faculty has worked very hard and tried to do the same amount of work as usual in spite of the furloughs. The state legislature doesn't deserve such good treatment.
46. Because I have a stake in state spending, I am more mindful of wasteful spending by state government.
47. I do think if salary is reduced, it is reasonable to reduce work contribution. But I was able to do it in a way that had virtually no impact on my students.
48. I have always wondered why children of UW faculty do not receive free tuition on their respective campus. not particularly relevant, but I did want to share it.
49. Just that the mood is really low in my dept. & on campus. I don't think students have any idea how hard this is for some of us faculty & staff, and I don't think the (overpaid) administration really understands what it's like to work hard & feel that we're neither appreciated nor adequately compensated. I've taught at UWW for almost 20 years, and before that another 7 years in the system. That's close to 30 years, and sometimes I feel I have little to show for it.
50. This year I had a 3 day a week teaching schedule. Next year, 5 days a week. Yippiee! Makes me want to stick around another 20 years! (Sarcasm all the way).
51. I think it was a mistake to ban the use of teaching days. If I didn't have tenure, I would feel that I could not cut back on service or research because I would fear the impact on the tenure decision. There don't seem to be any guidelines in place to actually quantify the amount of work reduction in those areas. I love teaching and would not want to miss any classes, but it is the most tangible way to actually reduce workload without an impact later on.
52. I understand the reason why we have time off with reduction in pay, instead of just a reduction in pay, but I would feel much better if you just took 3% from me and left me alone to do my job whenever I wanted to do it.
53. Communication about the program could have been better.
54. Give back something. give us teaching days off. increase travel allowances. anything.
55. I think that the furlough is essential. However, it becomes a puzzle for faculty to determine where and how to put days used. I propose a systematic way of taking these days so that we do not have to schedule these by ourselves. This will avoid possible confusion for the department and the students.
56. I worked on school related work during mandated furlough days. If I didn't, it would only cause me more hardships having to put in additional time to make up for the time I didn't put in because of the furlough. Don't kid yourself into thinking this is a valid fix.
57. CLASS ROOM SIZARE GOING OVER THE TOP AS WELL AS ALL THE NEW BUILDING CONSTRUCTIONPROGRAMS. IT IS TIME FACULTY THOUGHT OF COLLECTIVE BARGAINING