

### Academic Values and People (26)

- Collegiality/Friendliness (7)
- Emphasis on life long learning (6)
- Progressive/Holistic Values (5)
- Emphasis on teaching (5)
- Quality of students (3)

### Reputation (20)

- History/reputation (5)
- The people here (5)
- Plurality (4)
- Design focus (3)
- Uniqueness (2)
- Nurturing environment (1)

### Sustainability (6)

- Green environment (2)
- Sustainability (2)
- Top school (2)

# Why did you join the faculty here?

76 responses

### Program Principles (6)

- Real world approach (2)
- Integration of design and technology (2)
- Studio centered design (2)

### Local Community Environment (9)

- Beautiful environment/landscape (5)
- Progressive community/politics (2)
- Go Ducks + White Wine (2)

### Pragmatics (9)

- Job needed/offered (6)
- Wanted to teach (1)
- Needed a change (2)

## Values/Ethos (26)

### Collaboration (8)

- Collaboration (5)
- The team of researchers at the labs (2)
- The possibilities for collaboration (1)

### Culture (6)

- History/Memory (1)
- Support for each other's work (1)
- The communal approach to architecture with an attitude of unity in variety (1)

### Students (4)

- Values of students (4)

### Personal (4)

- Most effective place to achieve sustainability goals (1)
- Long-term career goals
- My own integrity (1)
- Investment in IT (1)

### Freedom (2)

- Freedom (2)

### Realness (2)

- Realness (1)
- Not too much BS (2)

### Doubtful/Unsure (3)

- Not sure now (2)
- Ambivalent at present (1)

# What makes you committed to this place?

66 responses

### Impact (6)

- The chance to make a difference (1)
- To bring a fresh perspective to a community with deep traditions (1)
- Impact/what previous students and alum go on to do in the world (3)
- To be an advocate for people who seek growth (1)

### Locale/Setting (6)

- PNW natural and political environment (2)
- Love living in Eugene and I believe I can grow an innovative career here (1)
- Portland is an interesting cultural center with progressive politics and green lifestyle (1)
- Oregon and PNW love (1)
- Melting pot environment – diversity of university setting and ideas (1)

### People (25)

#### Colleagues (12)

- Colleagues (5)
- Some colleagues (1)
- In this and other departments (1)
- Group of great teachers and researchers (1)
- Good support for my work (1)
- Friends in the program and community (1)
- UO+COD interesting mix of disciplines, people and resources (1)
- Great support from staff (1)

#### Quality of Students (13)

- Quality of students (8)
- The student who care about doing the right thing (2)
- Acceptance and appreciation and respect from students (1)
- Opportunity to work with the best of the students (1)
- The students who come here to learn about sustainability (1)

## Improved culture of collaboration and respect (24)

- The pressure exists to do your own thing – so kindred spirits who want to build a program together (1)
- Build a culture of compassion – we have too many islands and we need to be an ecosystem (1)
- Simpler more structured ways to collaborate across disciplines and with students/classes (1)
- Support and promote one another nurture each other like we nurture our students (1)
- Engage me in your projects/research/classes if you think I have something to offer (1)
- Stronger support across design and building and community boundaries (1)
- Encourage and facilitate collaboration – it should be much easier (1)
- Reduce unproductive work – merit reviews, metric creation (1)
- Reasonable stable research criteria/evaluation (1)
- Be more accepting of new people and ideas (1)
- Collaborative intent...constructive...positive (1)
- More interaction and communication (1)
- Be happier in place we make together (1)
- Support by working well together (1)
- Value and support practice more (1)
- Support one another's successes (1)
- Do not disrespect one another (1)
- Treat each other with respect (1)
- Respectful and helpful staff (1)
- Let us be ourselves (1)
- Clear evaluation (1)
- Respect – value (1)
- Teamwork (1)
- Trust (1)

## Support teaching (4)

- Short just-in-time seminars (1)
- 1 credit or 0.5 credit special-interest seminars, workshops, lectures (1)
- More diverse studio teaching opportunities (1)
- More study abroad (1)

## Funding and compensation (4)

- Better pay/salary (2)
- Money to support symposium, workshops, and non-profit efforts (1)
- Travel support (1)

# How can we support you better?

62 responses

## Improved administrative attitude (10)

- Respect from administrators/COD leadership (3)
- Less bureaucracy, less structure, fewer rules (1)
- Accessible Dean (1)
- Clarity about goals or mission – I want to know how to be a good citizen (1)
- More respectful and responsive COD administration (1)
- The administration could leave us alone (1)
- Support from top (1)
- Better acknowledgement from administration (1)

## Future growth (7)

- Support better by being great people yourself (1)
- Foster more growth opportunities (1)
- Create a culture that is optimistic of the future rather than negative and pessimistic (1)
- Be a place that accepts and encourages an attitude of optimism (1)
- Continue the mentoring (1)
- Mentorship, good communication among faculty – sharing (1)
- Incentivize risk (1)

## Improved facilities (6)

- Need new building (1)
- More space (1)
- Better facilities – clean the windows that have cobwebs, repair the broken things (1)
- Better facilities (1)
- More digital fabrication equipment and technicians – robot (1)
- Cappuccino machine and NY Times in faculty lounge (1)

## Support research (7)

- Money and time (1)
- Researching together on good topics (1)
- Opportunities to share ideas in colloquia (1)
- Grad students as employees at no cost to faculty (1)
- Support efforts to win grants with time and money (1)
- Mentorship for research and publication (1)
- More streamlined research and discussion (1)

## Institutional (45)

### The Institution (15)

- Intuitional clarity and stability around values and structure

### Personnel (7)

- Discrimination or being unfair (1)
- Lack of equity (1)
- Retention (1)
- Personal/professional treatment (1)
- Discouraging faculty and students due to negativity (1)
- Elements in our American culture that engage in and condone hateful behavior (1)
- Recruiting talented faculty, students, and staff (1)

### Financial (6)

- Compiling the financial resources needed to accomplish our mission (1)
- Financial and benefit sustainability (1)
- Budget cuts (1)
- Retirement fund (1)
- Contract renewals (1)
- Opaque department budget reports are illegible and not up to date (1)

### Higher level mngmnt (6)

- A Dean who does not respect faculty nor support individuals on the faculty (1)

### Higher ed (6)

- Professional (3): losing track of professional education; preparing students to be good architects; relation to academia "industry"
- Curricular (3)

### Shared gov (5)

- Loss of department status in recent COD reorganization (1)
- Lack of participation in decision-making (1)
- Loss of faculty governance (2)
- Loss of shared governance as provided by Dean's office (1)

## Environment (20)

### Social (9)

- The social impact of climate change (2)
- Time (1)
- Global financial collapse (1)
- Urbanization – more and more people and problems (1)
- Ever-rising population (1)
- The future of mankind (1)
- Homelessness (1)
- Social conflict around race/identity (1)
- Health (1)

### Ecological (6)

- Climate change (3)
- Water (1)
- The future of the environment (1)
- Earthquake (1)

### Political (5)

- The future of our country (1)
- Trump (1)
- Work on things that will have impact (1)
- Inequity in the world (1)
- Peace/equality (1)

# What are you most concerned about?

85 responses

## Personal (20)

### Growth (12)

- Colleagues (5)
- Some colleagues (1)
- In this and other departments (1)
- Group of great teachers and researchers (1)
- Good support for my work (1)
- Friends in the program and community (1)
- and resources (1)
- Great support from staff (1)

### Social (5)

- Purpose (2)
- Professional (1)
- Collaborative (1)
- Feeling valued(1)

### Eugene (3)

- Living in a sunny place (1)
- Good health (1)
- Distance (1)

1. ***Why did you join the faculty here?***

Many of us were attracted here because of the program's progressive values, unique reputation, focus on sustainability, and our collaborative, studio-centered approach. We need to maintain these attributes.

2. ***What keeps you committed to this place?***

We remain committed to this place because of our values that support collaboration, a strong history, the values of our students, and the freedom to pursue our interests in real and meaningful ways. We are also committed to this place because of our colleagues inside and outside the department and because of the quality of our students.

3. ***How can we support you better?***

We can better support one another through an improved culture of collaboration, respect, mentorship, and optimism (this does not cost anything). We should also develop more flexible teaching and research models, reduce unnecessary work (somewhat in our control), improve our physical spaces (outside our control), and advocate for accessibility and respect from the CoD and UO administration (generally outside our control).

4. ***What are you most concerned about?***

Our faculty are most concerned about the institution and its lack of clarity and stability, its lack of respect for faculty, its lack of financial support, and its waning commitment to shared governance. We are also concerned about global environmental issues (that good architecture and planning may in part be able to address in the long run). We are also concerned about our own personal and professional growth - we appreciate respect and support.