

## **Faculty Satisfaction Survey Report**

Welcome to another great year at MSU. Thank you in advance for your time and attention, and especially thanks to Andy Bertsch and Harry Hoffman for their quantitative and qualitative analysis of the FSS and helping to guide my remarks this morning. I want to ask all faculty to please remain at 10:30 for important Faculty Elections Committee business.

I will first give the statistically significant trends in the data that has been collected along with a few pertinent comments:

### **The following trends were significantly trending negative over all the years of data collection 2014-2017:**

#### *Job Satisfaction trends*

Recruiting of students continues to trend even more negative than previous years.

Working conditions: hours, location, etc. trending lower.

Professional relationships with other faculty slightly higher, but statistically negative.

The opportunity to implement new ideas is slightly higher this past year, but remains an overall negative trend.

Job security trending negative

Overall job satisfaction went from 70% last year to around 55% this year.

Several faculty commented that the overall job satisfaction was directly related to their perception of job security, and the need to seek employment elsewhere because of the budget problems. This budget trend and lack of support from the legislature undermine job satisfaction. This has created declining morale among faculty. Faculty perceive athletics as valued higher than academics, see this borne out by the cuts made, and one faculty member suggests that it may be prudent to return to our previous Division and Level to meet future budget goals. A comment posited that Enrollment Services recruiters may not know the programs well enough to effectively present them to potential students, something we can all work to change. We are unsatisfied with the recruiting of students, somewhat more so that specific students who seem to be a poor fit for the university, are being recruited in spite of their lack of ability to succeed. Of 28 comments were provided, of which 21 raised specific concerns of Pay Equity, Lack of Leadership, Low

morale, Not feeling valued by colleagues and supervisors. In another area 41 faculty who provided comments with 36 expressed concern over Job Security, Pay Inequity, Work Load, and Student Quality.

### *State of the Institution*

The perception that MSU has clear long range plans has only slightly risen since last year, but remains a negative trend in the long view.

Grade inflation at MSU remains a concern.

Strategies in place addressing campus sustainability, up slightly in the year, remains a negative trend.

Renovations made in the last year continue negative over all years. Faculty members comments include that the buildings across campus are not treated equally: some beautiful, and others in serious need of renovation. Outdoor maintenance is needed across campus.

Additional relevant comments include: Faculty are exhausted and overwhelmed with extra duties. Faculty are asked to do too many things, teach overloads, advise too many students, advise clubs and feel blamed for the lack of recruitment and the poor performance of students. Faculty also noted feeling isolated from other departments and colleagues across campus. Of the 37 faculty who provided comments, 32 cited Ineffective Strategic Planning/Lack of Vision, Interdepartmental pay scale inequities, Limited resources and the impact of budget restraints on promoting scholarly and academic excellence.

### **The following were significantly trending lower through 2015, but are significantly higher in recent years:**

#### *Job Satisfaction*

Opportunity for scholarly pursuits

Teaching load

Quality of students, although comments suggest that students are less prepared for university than even several years ago.

Relationship with administration

### **The following trends were significantly higher:**

#### *State of the Institution*

At MSU the role of general education is to foster the broad repertoire of intellectual, social and cultural skills needed to function in the world, was higher, but has been trending lower since the implementation of the new

curriculum.

The administration effectively works with the faculty to achieve common goals question is moving positive in Dr. Shirley's tenure at MSU.

Also since Dr. Shirley joined MSU, the administration is more strongly seen as promoting scholarship and academic excellence at MSU.

A positive trend, that really is hugely negative, is the increase in faculty actively seeking employment at other institutions/organizations.

Negative trends mark the library support for faculty, with comments indicating damage done by the library budget cuts. Another faculty concern is the long term negative trend in the human resources office's support for faculty. Most indicated that we Agree that we have received adequate support from the Bookstore, The Business Office, The Center for Extended Services, Enrollment Services, Plant Services, the President's Office, Security and Police Services, Student Development Center, Financial Aid and Payroll, Student Affairs offices.

Many comments centered around the offices of Marketing, Public Information and Enrollment Services with thoughts on their effectiveness, and how that relates to stronger student recruitment.

Kudos for the Strongly Agree to support for faculty that was earned by the Vice President of Academic Affairs Office, the Registrar's Office and the Information Technology Center.

Faculty members indicated a lack of understanding of the curriculum process and its effectiveness, lack of understanding of the tenure and promotion processes, and the peer review of teaching process.

We cite as a positive our opportunities to interact with students both in and outside of class, the smaller class size, and we value our autonomy and independence. MSU has an engaging campus atmosphere, where we like the smaller class size and the student/faculty relationships it fosters. Seventy-two responses indicated that the faculty would like to adjust teaching/advising loads; improve Faculty Pay; Develop an effective Recruitment Strategy; and, work toward a more robust Future Vision for MSU. Seventy-seven faculties stated that overall quality of students, autonomy, and colleagues/students are positives.

Our Faculty Senate has a unclear role at MSU; many faculty indicated they are not aware of FS activities, and indicate a perception that the administration does not take FS seriously. Of the 15 comments dealing with Faculty Senate 13 expressing concerns over; Lack of communication between FS and departments, Lack of knowledge regarding what FS actually does,

Feeling that FS is ineffective. Communication eludes us. To that end, as the Faculty Senate President, I will provide, in both the Public Information email and on the Faculty Senate website, a link to the agenda as set following the Faculty Senate Executive Committee meeting, which will be the first Thursday of each month, and the publication of the Faculty Senate minutes following the approval the third Thursday of each month. I invite suggestions on how we can work to make this the best place to work from all of you.

To increase the effectiveness of the Faculty Senate I will uphold the constitution and bylaws of the university, as it pertains to our important work.

Expressly, I remind us all:

The purpose of the Faculty Senate shall be:

- A. To examine any action taken by any committee, academic unit, or administrative office of the University, which modifies policies or regulations of the University academic program.
- B. To act upon matters relating to curriculum and instruction, including Continuing Education, within the limits established by the Board.
- C. To cooperate with the President in determining policies pertaining to faculty relations, organization of the University academic programs, and student participation in the control of student affairs.
- D. To establish, to determine the method of personnel selection, to determine the functions, and to supervise and review the proceedings and recommendations of all Senate committees.

I would like to remind us all that Section 3 sets forth the following:

Subject to Board policy, the faculty through the Faculty Senate has responsibility for all academic matters and for certain non-academic matters of the University. The faculty shall recommend: 1) any changes, deletions, or additions of courses for classroom instruction or of major, minor or their requirements for graduation, such as standards of grading; 2) any matters affecting faculty welfare; 3) any change in scheme of faculty organization or of chain-of-command involving faculty; and 4) this Constitution and Bylaws and any subsequent changes.

Again, I want to ask all faculty to remain at 10:30 for Faculty Elections Committee business. Have a great year, and make this a great place to work. Thank you, and let's all have a great year!