

Final report of the Faculty Satisfaction Survey Committee  
AY 2017-18  
Respectfully submitted by Andy Bertsch, Chair of FSS Committee

Contained herein are the recommendations presented to the MSU President and the Faculty Senate as a result of the 2017 Faculty Satisfaction Survey.

Faculty Satisfaction Survey Committee  
 Recommendations (based on the April 2017 edition of the MSU Faculty Satisfaction Survey)  
 Presented to the MSU President and MSU Faculty Senate in the Fall, 2018

Recommendations	Responsibility	Timeline
<p><b>1. Pay equity.</b>            As evidenced by question 2.5 of the survey (“At MSU salaries and raises are equitable.”), faculty report <b><i>the least amount of satisfaction with pay equity.</i></b></p> <p>2.5 At MSU salaries and raises are equitable.            Strongly Agree (4.1%; n=5)            Tend to Agree (14.8%; n=18)            Tend to Disagree (28.7%; n=35)            Strongly Disagree (52.5%; n=64)</p> <p>Between the period of 2006 and 2017, faculty report over 80% dissatisfaction (Tend to Disagree + Strongly Disagree) with question 2.5 (i.e., less than 20% satisfaction) in five of the 12 reported years; and, less than 30% satisfaction in all but two years.</p> <p>This is further evidenced by the qualitative analysis of the comments collected in the survey. Salary equity, or as one respondent stated “lack-thereof”, within and between departments and colleges have long term consequences both in terms of retaining faculty and recruiting new faculty. The present strategy of comparing market value and equating it to pay equity should be re-examined or completely jettisoned. If MSU is to move forward, salary disparities need resolution.</p> <p><b>Recommendations:</b></p> <ol style="list-style-type: none"> <li>Direct the Faculty Senate Budget and Salary Committee (see membership below) with creating a comprehensive policy for administering faculty salaries and raises at MSU. This policy shall include administering raises, addressing salary compression, avoiding disparity during the hiring process, etc. These recommendations are congruent with the current duties of the Budget and Salary Committee:               <ul style="list-style-type: none"> <li>To hold a minimum of one public meeting each semester to receive faculty input and provide information on issues concerning salary and budgetary processes.</li> <li>To address faculty concerns related to salary issues and communicate results to the Senate.</li> <li>To address faculty concerns related to budgetary processes and communicate results to the Senate.</li> <li>To make recommendations for appropriate Senate action.                    (Appendix B: Bylaws, Article III, Section 3, Paragraph E.5)</li> </ul> </li> <li>Request MSU Administration to be involved with policy development described in #1 above and to ensure implementation of the final policy.</li> </ol>	<p>Faculty Senate            Salary and Budget            Committee:  <u><b>Faculty</b></u>            Niki Roed            Alexandra Deufel            Jay Wahlund            Sayeed Sajal            Susan Podrygula</p> <p><u><b>Administration</b></u>            (non-voting            members)            Laurie Geller            Brent Winiger            Marc Wachtfogel</p>	<p>February 15,            2018</p>

Recommendations	Responsibility	Timeline
<p><b>2. Enrollment strategy.</b>            As evidenced by question 1.6 of the survey, faculty report the <i>fourth</i> least satisfaction with “recruiting of students”            (#1: At MSU salaries and raises are equitable.            #2: The peer review of teaching (formerly committee of 12) process at MSU is effective.            #3: I am actively seeking employment at other institutions/organizations.)</p> <p>1.6 Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member: <b>Recruiting of students.</b>            Very Satisfied (9.1%; n=11)            Satisfied (24.8%; n=30)            Marginally Satisfied (43.8%; n=53)            Not at all Satisfied (22.3%; n=27)</p> <p>This is further evidenced by the newly negative trend for all years between 2008 and 2017 at <math>p &lt; 0.05</math> (see the previously released trend analysis for 2017).</p> <p><b>Recommendations:</b></p> <ol style="list-style-type: none"> <li>1. We understand there is a Strategic Enrollment Plan for the years 2012-2020 which includes, among other actionable items, Enrollment Target Charts and Recruiting Strategies. We request MSU Administration provide routine updates describing the progress of that plan.</li> <li>2. In conjunction with #1 above, we request that Administration systematically leverage the knowledge and talents of faculty in the ongoing development and implementation of strategic enrollment planning.            Examples of questions to address in an enrollment strategy:           <ol style="list-style-type: none"> <li>a. How are faculty and programs being leveraged to increase enrollment?</li> <li>b. What are the financial margins that can be best leveraged at minimal variable costs?</li> <li>c. What are the environmental variables that directly impact enrollment (e.g., unemployment, household income, population, markets, military deployments, etc.)</li> <li>d. What is our current and future market opportunity?</li> <li>e. Who is our competition (e.g., other academic institutions? industry)?</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. MSU Administration</li> <li>2. MSU Administration</li> </ol>	<p>December 15, 2018</p> <p>Ongoing</p>

Recommendations	Responsibility	Timeline
<p><b>3. Faculty Governance and Transparency</b>  Section 5 of the survey is dedicated to “Faculty Governance” and has the following five questions (For all five of these questions in this entire section, faculty report over 50% dissatisfaction.)</p> <p>Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance.</p> <p>5.1 I am satisfied with the overall effectiveness of faculty governance at MSU. (73.0% dissatisfaction)</p> <p>5.2* The Faculty Senate's role at MSU is clear. (66.4% dissatisfaction)</p> <p>5.3* I am aware of Faculty Senate activities. (53.2% dissatisfaction)</p> <p>5.4 Faculty senators report and solicit information from colleagues in their respective area. (61.6% dissatisfaction)</p> <p>5.5* The administration takes Faculty Senate decisions seriously. (71.2% dissatisfaction)</p> <p>*Of note, questions 5.2, 5.3, and 5.5 have resulted in significantly negative trends at <math>p &lt; 0.05</math>.</p> <p>This is further evidenced by the qualitative comments. Much of the dissatisfaction centers on lack of communication between Faculty Senate and departments; lack of knowledge regarding what Faculty Senate actually does; and the perception that Faculty Senate remains ineffectual primarily due to its exclusion from the decision-making process. One gets the sense that FS has evolved from a deliberative body to an administrative forum.</p> <p><b>Recommendations:</b></p> <ol style="list-style-type: none"> <li>To help address 5.2, 5.3, and 5.4: Faculty Senate President (or Secretary) shall send agenda and minutes to all faculty via email as well as encouraging all MSU faculty to frequently visit the Sharepoint repository, seek out their senators, and attend FS meetings.</li> <li>To help address 5.1 and 5.5: We request that the MSU President and VPAA meet with the Faculty Satisfaction Survey Committee, no less than twice per semester or as necessary, to discuss Administration and Faculty related issues.</li> <li>The entirety of the quantitative and qualitative results are to be shared with each standing Faculty Senate committee to inform those committees of potential opportunities to address faculties' concerns. For example, there is a significantly negative trend in question 7.1: “I understand the tenure process.” This trend is newly significant at <math>p &lt; 0.05</math>. Another example comes from questions 6.1 and 6.2:  6.1 I understand the curriculum development process.  6.2 The curriculum development process at MSU is effective.  Both of these questions have experienced significantly negative trends for the reported years.</li> </ol>	<ol style="list-style-type: none"> <li>Faculty Senate President and Secretary to disseminate via email to all faculty the minutes and agendas of all FS meetings.</li> <li>FSS Committee and MSU President</li> <li>Each Faculty Senate standing committee shall review, discuss, and act (if necessary) in response to the results of the 2017 survey. A narrative, if appropriate, shall be included in their report(s) to the full senate.</li> </ol>	<p>Ongoing</p> <p>Ongoing</p> <p>March 31, 2018</p>