

Report of the Faculty Liaison to the Board of Governors

Michael Garoutte, Faculty Senate President 2014-15

June 3, 2015

Brian Nichols was installed as Faculty Senate President at the May 4 meeting, so this is my final report to the Board of Governors.

My major focus as Faculty Senate President this year was the revision of the Faculty Handbook. I presented a report on the Handbook revision to this Board on April 17, 2015.

At the April 29, 2015 All-Faculty Meeting, a quorum of the 222 voting members of the Faculty Organization was reached, with 166 faculty signing in either in person or via absentee ballot.

Chapter 2 of the proposed Faculty Handbook (Constitution and By-Laws of the Faculty Organization and Faculty Senate Committees) passed with the required 2/3 majority. The vote was 148 in favor, 13 opposed (91.9%). The remainder of the proposed Faculty Handbook passed with a vote of 127 in favor, 36 opposed, and 1 invalid ballot (77.4%). The Handbook will be presented to the Academic Affairs Subcommittee tomorrow (June 4) before the regular Board meeting.

The remainder of my report will be devoted to some results of the 2015 Employee Survey.

Employee Survey Results

Faculty Senate has given a satisfaction survey to members of the faculty for the past four years. This year, Wendy McGrane (representing Faculty Senate) and Patty Holder (representing Staff Senate) worked to integrate a similar Staff Survey into the Faculty Survey, creating a new Employee Survey. Linda Hand obtained a list of employee emails from the IT department and sent the link to employees. The survey was completed during the week of May 4-8. A total of 391 employees responded to the survey (including 172 faculty).

Year	Number of Respondents	Percentage of Total Faculty Responding
2011	153	73
2012	138	68
2013	149	75
2014	141	70
2015	129 Full-time (+ 43 Part time)	64

The survey consists of approximately 40 main questions surveying faculty opinions plus about 10 demographic questions. Some opinion questions have multiple parts, so there are over 90 questions or sub-questions recorded on a 5-point Likert scale, with the following allowable responses: Strongly Agree/Somewhat Agree/Neutral/Somewhat Disagree/Strongly Disagree. The questions in 2015 have been altered slightly in order to make them fit the wider audience. Similar to my report of a year ago, I have highlighted a few specific results in the paragraphs below, and the data table that follows.

Over $\frac{3}{4}$ of employees find their current positions to be professionally fulfilling, and considering the responses to the first two statements in the table, this fraction seems to be increasing. However, the majority of employees still believe that the compensation at MSSU does not match that at other institutions (16.5%) and that MSSU is unable to attract (33.5%) and retain (22.0%) highly qualified employees (statements 3-5). While the fraction of employees planning to leave MSSU within 3 years (statement 6) has decreased from

about one-third to about one-fourth, it is important to recall that 2015 is the first year that non-faculty are included in this survey.

Other positive trends in the 2015 survey relate to pride in the institution and feeling valued by administration (statements 7-10). Nearly 85% of employees identify as being proud to work at MSSU, and over 70% believe the university President values the faculty and staff and communicates effectively with them. Nearly $\frac{3}{4}$ would recommend MSSU as a good place to work (statement 11).

An area of possible concern relates to the statements regarding whether employees can freely express views that differ from the views of administrators and whether administration supports decisions made at the appropriate level (statements 12-13). Agreement with both these statements increased from 2013-2014, but decreased from 2014 to 2015. Since the survey was expanded to include staff as well as faculty in 2015, this seems to indicate that while faculty have perceived a positive change in working climate, that change has not been fully realized by the non-faculty employees of MSSU.

Percentage of faculty (2013-14) or employees (2015) who somewhat or strongly agreed with a statement. (Statements that were altered in 2015 are given in parentheses.)

Statement	2013	2014	2015
1. Overall, I am satisfied being a faculty member at MSSU (I find my current position to be professionally fulfilling.)	52.4%	71.6%	76.3%
2. I am generally satisfied with my career progress at MSSU to date.	56.4%	69.1%	N/A
3. Employee compensation at MSSU is as good as or better than the compensation at other comparable universities.	11.6%	12.4%	16.5%
4. MSSU is doing a good job of recruiting the most able faculty. (MSSU is doing a good job of recruiting the most able employees.)	14.4%	23.4%	33.5%
5. MSSU is doing a good job of retaining the most able faculty. (MSSU is doing a good job of retaining the most able employees.)	11.0%	19.7%	22.0%
6. I am seriously considering leaving MSSU in the next three years. (I am seriously considering leaving MSSU in the next three years for reasons other than retirement.)	47.3%	34.3%	25.8%
7. I am proud to be a part of MSSU.	50.7%	74.5%	84.6%
8. The president of the university values the faculty.	13.0%	67.7%	77.8%
9. The president of the university values the staff.	N/A	N/A	70.2%
10. The president of the university communicates effectively with faculty. (The president of the university communicates effectively with employees.)	7.5%	62.5%	74.8%
11. I would recommend MSSU as a good place to work.	39.0%	64.2%	73.3%
12. MSSU has a climate where faculty can freely express views that differ from the views of administrators. (MSSU has a climate where employees can freely express views that differ from the views of administrators.)	22.6%	59.9%	47.0%
13. Administration supports decisions made at the appropriate departmental level. (Administration supports decisions made at the appropriate level.)	24.7%	51.1%	44.4%

Respectfully submitted,
Michael Garoutte
2014-2015 Faculty Senate President