Faculty Senate
2013-2014

Findings
• 143 total respondents (~62%)
• 43.3% Assistant Professors
• 24.5% Associate Professors
• 17.5% Full Professor
• 95.8% full-time faculty members
• 49.6% Tenured
• 44.1% Male

2013-2014 Goals
• Faculty are consulted and given the opportunity for input on decisions that impact faculty members.
• Faculty will develop stronger relationships with various campus offices and groups.
• Explore how the Faculty Senate can improve communication among faculty.

Overall Faculty Commitment
*No Significant Changes on Any of These Items*
Faculty Morale

*No Significant Changes on Any of These Items*

- Hear Complaining
- Problematic Morale

Concerns with Leadership

*Significant Changes on Satisfaction and Opinion*

- Leadership Satisfaction
- Admin. Support
- Opinion Valued

Departmental Relationships

*Significant Changes on Satisfaction and Opinion*

- Colleagual Work Environment
- Departmental Loyalty
- Departmental Appreciation
- Leadership Satisfaction
- Admin. Support
- Opinion Valued

Noteworthy Improvements

*Significant Changes on Each of These Items*

- Decision Participation
- Informed of Faculty Matters
- Pay Satisfaction
- Opinion Valued
- Responsive to Family
Existing Concerns

• Concerns with Administration
  - On the average, perceptions of administration have improved over the past year:
    • I am happy with the institutional leadership of this university (President & Vice President), \( t(287) = 3.47, p < .05 \).
    • I feel that the MSU administration values my opinion, \( t(288) = 2.48, P < .05 \).
  - However, there are significant concerns with administration
    • I feel that the administration does all it can to meet the needs of my department: Ave = 2.87 (1.22)
    • Administration values my opinion: Ave = 3.05 (1.18)
    • 36% of open ended comments called for more transparency, communication, and collaboration

Existing Concerns

• Satisfaction with Pay
  - Significant increases were seen in faculty satisfaction with pay from ‘12-‘13 to ‘13-‘14.
  - However, on the average, faculty were slightly dissatisfied with pay
    • I am satisfied with my pay: Ave = 2.80 (1.20)
    • 18% of open-ended comments address pay
      - Increase compensation
      - More equitable distribution across colleges

Existing Concerns

• Faculty Research Support
  - I feel valued for my research: Ave = 3.37 (1.06)
  - Relative to their teaching, faculty feel less valued for their research, \( t(128) = 6.17, p < 0.001 \).
  - 11% open-ended comments requested more support for research, including travel

• Faculty Teaching Support
  - I feel valued for my teaching: Ave = 3.81 (1.08)
  - The university facilitates my professional development: Ave = 3.40 (1.18)
  - 10% of open ended comments requested lower loads, more faculty development, and smaller classes

Goals 2014-2015

• Continue to increase communication across campus
• Coordinate with Provost’s office to complete a compensation study
• Collaborate with the Provost’s office to review the HERI – Faculty Survey to formulate faculty development plan
• Faculty are consulted and given the opportunity for input on decisions that impact faculty members.