



Senate Survey Responses Overview

Fall 2019

Adrienne Wilson, Secretary, University Senate
Qualtrics Survey created by Greg Schmidt, Chair-Elect



PARTICIPANTS

- 17 SENATORS
- 58 INDIVIDUAL FACULTY MEMBERS
- TOTAL=75



SALARIES/FAR/SET

- Salaries: continue to be below market value; inconsistency in promotion pay; compression/inversion; unhappiness with proposed new percentages for promotion raises
- FAR: unfairness in salary determination; lack of transparency with no criteria; department politics
- SET: unfair, especially to women; undermines teaching rigor; inappropriate for determining merit pay; poor response rate (**This is being addressed by the Teaching Effectiveness Committee.**)



Parental/Family Leave

- Lack of clarity in leave pay; should match state policy; lack of consistency; more options needed like flexible work options; CLA policy-should be the standard for all; not enough info on FLMA rules
- **There is currently no formal leave policy. This is being addressed by the Faculty Salaries and Welfare Committee.**



Gender Equity/Diversity

- Disparity in equity; subtle/not so subtle discrimination against women; women's invisible labor/service gap; gender pay equity needed
- Overall lack of diversity, faculty and students
- Not enough diversity and inclusion training



SERVICE

- Lack of time is #1 reason for not getting involved
- No recognition for participation (**This is being addressed with discussion on how to encourage buy-in and consistency across campus.**)
- Waste of time
- Indifference



Other Faculty Issues

- Concern for treatment of NTT faculty: pay, committee work, recognition for contribution to the university; grant opportunities
- P&T: confusion and inconsistency in policies
- Enforcement of Handbook Policies, Retaliation Policy



The Senate

- Senate: perception ranges from neutral to positive to ineffective;
- more communication needed;
- website needs work (**Ad hoc committee already addressing this**)



The Senate (continued)

- Less information items and more actual discussion/action
- Bring more important initiatives to the Senate floor (**Senators can help with this!**)
- Betrayal of shared governance if there is no transparency (i.e. Presidential search, communication with Board of Trustees). **Executive Committee is working to open lines of communication and transparency.**



Last, but not least....



PARKING!!!!!!



Thanks and appreciation to all who participated!

Sincerely,
The Senate Executive Committee

➤ Comments?

➤ Thoughts?

➤ Questions?