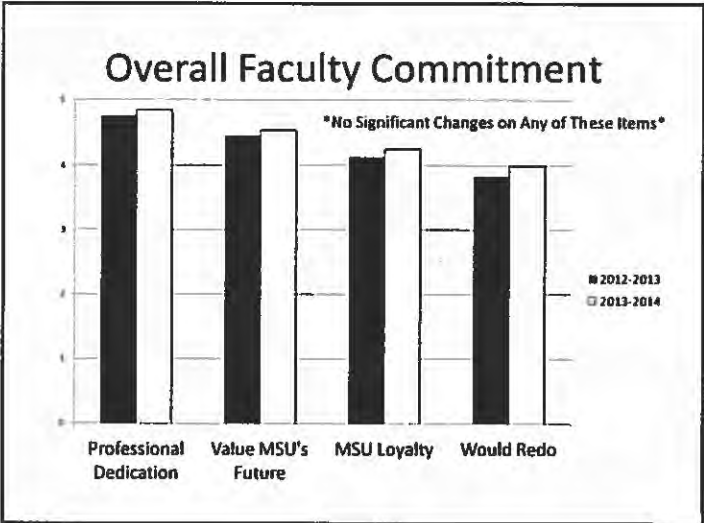


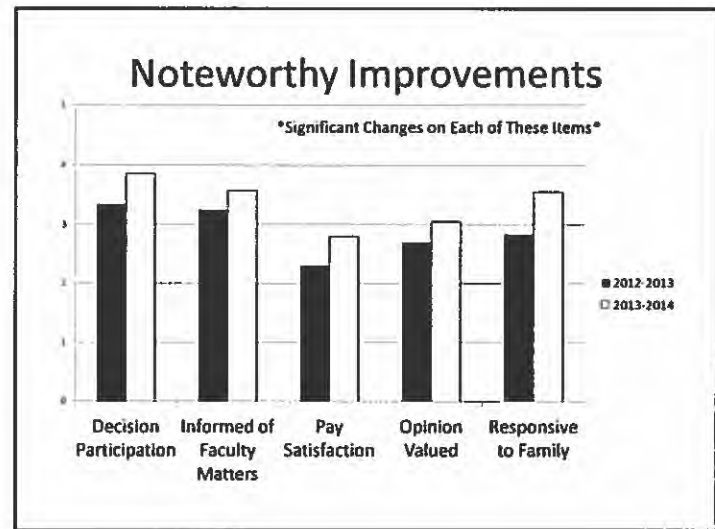
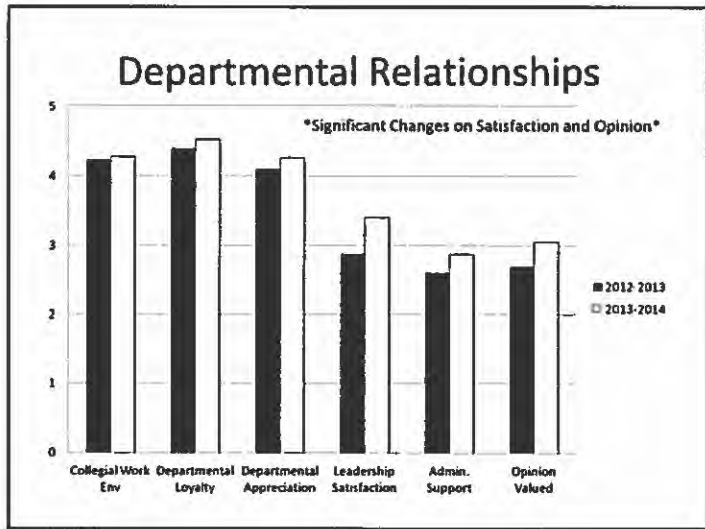
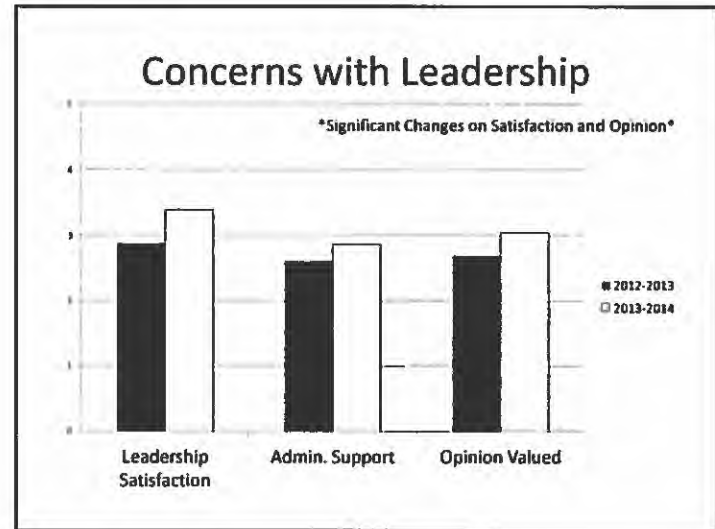
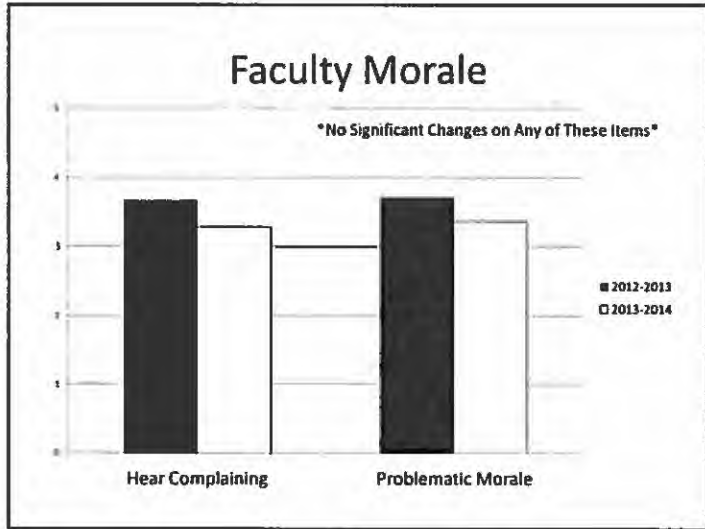
## Faculty Senate

2013-2014

- ### 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.

- ### 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





### 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)
    - 16% 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.