



**Michigan
Technological
University**

University Senate Report

Presented to the Board of Trustees

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University Senate



Results of University Senate Evaluation

- Senate Effectiveness
 - Staff average 4.0 – 4.25; Faculty average ~4.0 (out of 5)

- Senate oversees academic programs
 - Program development
 - Ensuring quality, Assessment requirements are met

- Staff and Faculty diverge in some areas of concern...
 - Staff more worried about pay and healthcare issues.
 - Faculty are concerned about the (lack of) shared governance

- ...and converge on others
 - Use of University Resources*
 - Both faculty and staff sought priority in this area



Fringe Benefits Survey

1. Parental Leave Policy/Senate Proposal
2. Summary of Results of Benefits Survey of Employees
 - a. ~70% of employees are [very] concerned about the progressive and persistent erosion of benefits
 - b. ~55% of employees are [very] concerned about salaries
 - c. Employees do not hold a benefits vs. salary mindset
 - d. ~55% of employees say they have delayed healthcare due to costs
 - e. ~50% of employees have considered/actively sought positions elsewhere due to dissatisfaction with salary and benefits
3. Analysis of the past 10+ years of fringe benefits



Actions

1. Revised processes for evaluation, reappointment and other features associated with reviewing department chairs and school deans (Proposals 1-17, 2-17, 3-17, 4-17 and 5-17) ***Administrative Policy Committee***
2. Established Assessment Liaisons to Units Participating in the Assessment Process (Proposal 29-16) ***General Education and Assessment Committee***



Projects in Development

3. Dual Career Program

Professional Staff Policy Committee

4. Research Computing Facilities

IT Committee, Research Policy Committee

5. Journal and textbook costs

Research Policy Committee, Library

6. SARA (National Council for State Authorization Reciprocity Agreements) for online/distance education programs. ***Academic and Instructional Policy Committee , Center for Teaching and Learning***



Thanks to Judi Smigowski

Assistant to the University Senate of Michigan Tech

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