University Senate Report

Presented to the Board of Trustees
December 16, 2016

Marty Thompson, President
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
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
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*
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