

5. The Senate has been effective in developing shared governance policies and procedures in the following areas. (Note: At Michigan Technological University, the faculty, staff, and the administration should participate cooperatively in developing policies for governance of the University. Effective governance is a product of trust and shared responsibility.)

e) Other (please specify)

Staff representation and Outreach - disagree

Changes in Retirement Benefits

6. The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

e) Other (please specify)

I work from a location not in the UP, and while I don't know what the senate does exactly I think most of their focus is on staff located in Houghton. Those of us not located there seem to be left out.

Get rid of parking fees

Raises/cost of living increase

17. How can the Senate better meet your needs?

Performance, attendance and striving to make it a better place to work has fallen to the side. Someone needs to voice the concerns across campus, people are doing multiple jobs, working longer hours and have not be compensated for anything. But if the Senate is just for faculty than it won't matter for professional staff.

Administration already shows favoritism of faculty over staff, so supporting staff and staff needs more would be nice to see. Also, having some follow-through after the conclusion of a committee. For example, there was that campus event exploratory committee and they had action items... where is that at? What has happened? What else needs support?

Reject mandatory Covid vaccinations as a violation of constitutional freedoms

I didn't know when the meetings were until recently. I don't know what all the Senate is involved in.

Focus on real issues, not political issues driven by the faculty political climate at the moment. Professional staff wages have been going down for the last 10 years (gap between inflation and raises increases every year). Professional and union staff are left frustrated and unappreciated. My position makes just \$500 more/year than new personnel in my position ten years ago. Yet big macs and homes in the area have doubled in price. My boss is extremely valuable, un-replaceable in a highly technical position, works her ass off, yet HER boss makes 3 times THREE TIMES her wage. And that boss level is not empowered to make decisions, as was communicated by the VP level. So what is that wage gap paying for? The university is disconnected and out of touch.

The Senate needs to be less biased and truly work to understand what it means for one person (a senator) to represent their unit. This does not mean going to a meeting to present your own agenda, but to bring feedback and ideas from their unit. Most of the documents put out by the Senate this past year were very one-sided and did not portray a diverse, equitable community AT ALL!

Cookies and drinks at meetings.

Stop pretending to represent Staff.

I don't know enough of the senate abilities.

The Senate still operates as a faculty body in many ways and would probably be best to only include faculty with a separate group to represent staff.

Meet during normal working hours and not 5:30 in the evening.

I think proposals being introduced to the senate should be announced and linked to in TechToday, possibly with a way to provide feedback (or direct people to their senate rep contact information).

I am off campus so I have zero interaction with the Senate

I need to participate if I would like changes to occur. With engagement I would be better suited to judge the effectiveness of the Senate.

Communicate topics that the Senate is making decisions on and allow for input from staff.

Actually pass things that are needed like a break for our students.

Better communication with constituents on the whole, increased representation and true shared governance with staff (voting, outreach, deliberate consideration and advocacy)

get out of the weeds

Tell us more about what you do, particularly as it relates to professional staff.

-Correspondence from Professional staff representative -Minimum Wage equalization, already 5 years in progress from what I've been told; people get paid more to start at Walmart, etc. -UAW review, currently doing more harm than good, raises only available through job changes. -Faculty to treat others how they want to be treated; respect all levels. We all work together for the same team/university to make it great!

I think that professional staff at Tech are grossly undervalued and not well supported. Their roles are not well understood by the upper level leaders, compensation is out of line with reality and retention is terrible when it could be much better through listening and acting based on input from the people affected. A good example of "improvements" gone awry is the change to eliminate the RSVP program for a small increase in retirement matching. The people affected do not see this as a win, but the announcement was written like it was a gift from the heavens. How can people who are underpaid contribute more to their retirement to receive a matching contribution, when the RSVP was guaranteed income? Where would they get the money to contribute? Burger King pays better than Tech. Fact.

Stop creating resolutions that divide campus

Clearly shape expectations. What is its role? What are its limitations? Is shared governance a voice to the administration or a vote that provides a check on the administration? How is power shared--and more specifically allocated--between the administration, the senate, and the board of trustees?

The Senate seems very faculty-focused so as a staff member I haven't received communication that seems relevant to me. Also, the only communication I seem to receive is when there are open Senate positions or surveys so I have no idea what the Senate is working on.

Address the staffing shortage.

give more consideration to things that impact professional staff. Most often it feels like a faculty senate not a university senate. you could also allow professional staff to have a voice in voting on academic affairs in order to make our voices feel more heard.

18. How can this questionnaire be improved?

You should send out information that tells us who is on the Senate and what each person does for the unit. And how they effect campus life and work. I have never been contacted by Senate besides surveys on things the don't concern myself. Thank you for your time.

Give options for feedback after the questions so I can explain why I am neutral on things or whatever my response is.

I think it is pretty good. Maybe some definitions of what some of these terms mean for people who are unfamiliar (I.e. shared governance) . Nice job!

Have more specific questions

I don't know. Don't you have experts in survey design craft these things?

I had to read the first question a few times to understand the topic and what questions were being asked.

#14 should have room for comments, answers too limited for question.

It is a good thing. Add some more questions about staff priorities, not just faculty. The faculty can afford groceries, homes, child care and cars. The staff can't.

Provide questions regarding success or lack of success of specific resolutions.

If you ask a specific question pertaining to faculty, it seems that there should be a similar question pertaining to staff.