2020-22 Senate Self-Evaluation

Presentation of Results

Senate Meeting #671
2-March, 2022

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Co-Chair, Senate Administrative Policy Committee (APC)
Acknowledgements

APC Committee Members:
- Rick Berkey, Co-Chair (MMET/Enterprise Program)
- Jon Sticklen, Co-Chair (Eng. Fundamentals)
- Radwin Askari (GMES)
- Paul Doskey (CFRES)
- Susie Kilpela (VPA)

University Senate:
- Ashley Buchanan

University Senate Constituency:
- All who provided their input!
Senate Self-Evaluation Overview

Senate Procedure 508.1.1

- Senate self-evaluation every other year
- Coordinated by APC
- Goal: continuous improvement of Senate processes, priorities, communications

2020-22 Survey Timing:

- Finalized: Spring 2021
- Distributed/Open: Oct. 4, 2021
  - Anonymous responses
- Closed: Oct. 15, 2021
- Results summarized and presented: March 2, 2022
  - Compile and present faculty and staff results separately
  - Posted on Senate website: https://www.mtu.edu/senate/evaluations/self/
### Responses & Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligible constituents</td>
<td>442</td>
<td>638</td>
<td>1080</td>
</tr>
<tr>
<td>Completed responses</td>
<td>113</td>
<td>144</td>
<td>257</td>
</tr>
<tr>
<td>Response rate</td>
<td>25.6%</td>
<td>22.6%</td>
<td>23.8%</td>
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- Total responses **33% lower** than previous self-evaluation
Q2 Have you ever served on the Senate?

- High percentage have NOT served...opportunity to increase engagement with Senate
Q3 Have you ever attended or viewed a Senate meeting?

- **Faculty**
  - Answered: 112, Skipped: 1
  - Attended: 54.65%, Viewed: 45.35%
  - Yes: 71.63%, No: 28.42%

- **Staff**
  - Answered: 144, Skipped: 0
  - Attended: 33.99%, Viewed: 66.01%
  - Yes: 81.82%, No: 18.18%

- Zoom/recordings enabling more engagement
Q4 How long have you been at Michigan Tech?

- Faculty: 45% 0-10 yrs, 55% > 11 years
- Staff: 40% 5 yrs or less
Q5 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.)

Faculty

- Admin selection/evaluation: **28% agree**
- Guidelines for unit charters: **41% agree**
- Policies on faculty appt, promotion, tenure: **50% agree**
- Establishment, dissolution, changes in degree programs: **66% agree**

Written comments-
- Concerns about one-size fits all approaches to policies
Q5 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.)

a) Admin selection/evaluation: **29% agree**
b) Guidelines for unit charters: **32% agree**
c) Policies on faculty appt, promotion, tenure: **31% agree**
d) Establishment, dissolution, changes in degree programs: **37% agree**

**29-34% don’t know**

Written comments-
- Concerns about staff representation, changes in retirement benefits
Q6 The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>a) Fringe benefits</td>
<td>faculty split on this</td>
</tr>
<tr>
<td>b) Budget</td>
<td>21% agree**</td>
</tr>
<tr>
<td>c) Admissions standards</td>
<td>24% don’t know</td>
</tr>
<tr>
<td>d) Policies on appointment and promotion of professional staff</td>
<td>26% don’t know</td>
</tr>
</tbody>
</table>

Written comments-
- Concerns about childcare, faculty shortages (student/faculty ratios)
Q6 The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

a) Fringe benefits: 37% agree
b) Budget: 17% agree*
c) Admissions standards: mostly neutral/don’t know
d) Policies on appt and promotion of professional staff: 15% agree**

19-31% don’t know

Written comments-
Concerns about parking fees, raises/cost of living increases, sense of belonging for remote staff
Q7 The Senate has been effective in communicating with you the issues that impact you.

- Slightly favorable (49% agree, 39% disagree)
Q7 The Senate has been effective in communicating with you the issues that impact you.

- Generally disagree (28% agree, 38% disagree)
Q8 The Senate has provided appropriate input to your unit regarding proposals submitted to it.

- Generally agree
Q8 The Senate has provided appropriate input to your unit regarding proposals submitted to it.

- Generally split, high % of “don’t know” (29%)
Q9 The Senate has acted in a timely manner on proposals submitted by your unit.

- Generally positive, 16% “don’t know”
Q9 The Senate has acted in a timely manner on proposals submitted by your unit.

- 75% neutral or don’t know**
Q10 Your senator keeps you informed about the issues considered by the Senate.

- 76% agree - kudos to Senators!**
Q10 Your senator keeps you informed about the issues considered by the Senate.

- Generally neutral/agree, not as positive as faculty
Q11 The Senate is an effective body in representing professional staff.

- 42% don’t know**
Q11 The Senate is an effective body in representing professional staff.

- 17% agree, 47% disagree**
Q12 The Senate is an effective body in representing faculty.

- 36% agree, 47% disagree**
Q12 The Senate is an effective body in representing faculty.

- 45% agree, 31% don’t know**
Q13 Rate the most effective way the Senate can communicate with you.

Faculty and Staff agree on preferred forms of communication:

1. Email
2. Tech Today
3. Campus Forums
4. Social media
5. Paper mail
Q14 Prioritize the kind of proposals the Senate should spend more time on.

1. Shared governance**
2. University resources
3. Faculty appt, P&T
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1. University resources**
2. Shared governance
3. Faculty appt, P&T

(1&2 flipped vs. faculty responses)
Q15 The Zoom platform has had a positive effect on campus and public engagement with the Senate.

- 59% agree**
Q15 The Zoom platform has had a positive effect on campus and public engagement with the Senate.

- 60% agree**
Q16 The Senate should retain the Zoom/internet meeting platform even after we are able to meet in person.

- 68% agree**
Q16 The Senate should retain the Zoom/internet meeting platform even after we are able to meet in person.

- 77% agree**
Q17 How can the Senate better meet your needs?

<table>
<thead>
<tr>
<th>Themes - Faculty Comments</th>
<th>Themes - Staff Comments</th>
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<tbody>
<tr>
<td>● Shared governance at MTU - concerns</td>
<td>● Senate is for faculty, not staff</td>
</tr>
<tr>
<td>● Senate scope/focus - should/should not be involved with, priority on academic needs</td>
<td>● Concerns about work environment, longer hours, staff pay, benefits</td>
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<tr>
<td>● Politics and division</td>
<td>● Lack of awareness of what Senate is/does</td>
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<tr>
<td>● More focused proposals</td>
<td>● Senate scope / focus</td>
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<tr>
<td>● Change meeting time</td>
<td>● Politics and division</td>
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<tr>
<td></td>
<td>● Clearly shape expectations, scope, shared governance</td>
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<td></td>
<td>● Reject mandates (vaccines)</td>
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<td></td>
<td>● Change meeting time</td>
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<tr>
<td>Themes - Faculty Comments</td>
<td>Themes - Staff Comments</td>
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<td>-------------------------------------------------------------------</td>
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<tr>
<td>● Add sections on Senate resolutions passed, Senate behavior</td>
<td>● Send out info about Senate - who, what, impact on campus</td>
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<tr>
<td>● University Qualtrics license - vs individual units paying for licenses</td>
<td>● More open comments to clarify</td>
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<tr>
<td>● Q14 as a write-in option only, or at least more choices than listed now</td>
<td>● Shared governance definition</td>
</tr>
<tr>
<td>● Definition of shared governance</td>
<td>● More questions on staff priorities, targeted specifically to staff vs faculty</td>
</tr>
<tr>
<td></td>
<td>● Question about resolution outcomes/success</td>
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Questions
Thank you!