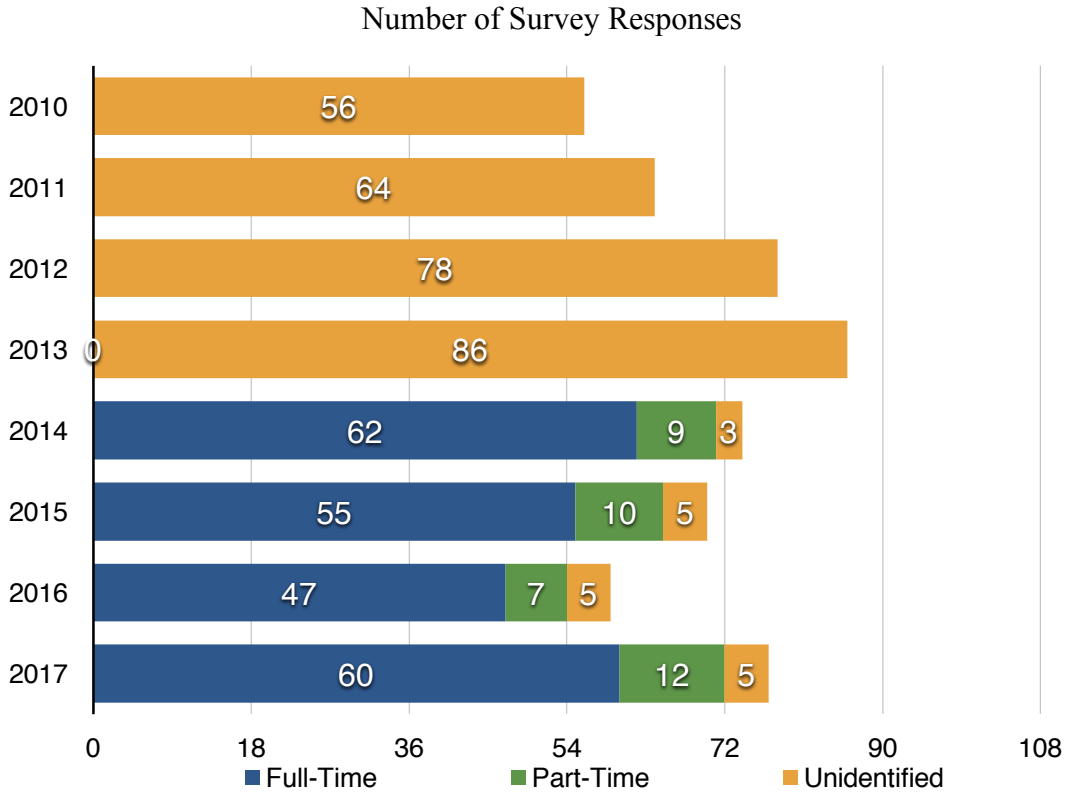
2017 Faculty Senate Survey

In April 2017 the Senate issued its annual survey; it was originally open from April 20th to May 12th, but the response period was extended to later in May to get additional responses. There were a total of 77 responses (up from the previous year's 59). 2017 marked the fourth year that adjunct faculty were invited to participate.



There were 77 respondents to the 2017 survey, the largest number since 2013. This year's survey also saw a rebound in the number of responses from full-time faculty, in part because of the announcement of the extended survey period on May 18th. The participation rate of the full-time faculty in 2017 (at least 54% according to numbers reported in the Common Data Set) was at its highest level since 2013 and the third highest since 2010.

Due to the relatively small sample sizes in different categories (such as faculty by school) general trends are noted without tests for statistical significance. Reported means are rounded to the nearest tenth and percentages rounded to the nearest whole number.

This version of the survey report does not include any comments or responses to open-ended questions (open-ended question headers are left in place so the full range of survey questions remains visible). The full version is available from the Senate website as a password-protected PDF file.

Quick Summary

Item 1: Faculty Morale

- The morale of the faculty has rebounded since the low level of the 2016 survey, but the current perception is that it will either be stable or slightly worsening going forward.
- Faculty compensation is the primary downward driver on morale, with increased workload and program uncertainty being secondary drivers.
- Administrative transparency, openness, and attempts to proactively deal with state-imposed fiscal problems are the current upward drivers of faculty morale.

Item 2: Faculty Compensation

- Faculty are aware that compensation issues are currently driven by the failure of the state legislature to properly support education (rather than the University putting its fiscal priorities elsewhere).
- That said, there is growing faculty awareness of how low their compensation is, particularly for those at higher ranks. The low compensation has become more pronounced with the cessation of annual increases and with the significant cuts in compensation for teaching summer classes.
- There is an increasing perception that Southeastern's compensation levels are unsustainable over the long term and will increasingly impact our ability to retain quality faculty.

Item 3: Administrative Effectiveness and Organization

- The faculty opinion of President Burrage and Vice President Clark's effectiveness is high - in fact, at the highest levels for those positions over the period for which survey data is available.
- Perceptions of Dean Boatmun's effectiveness are also high, although this is the first year this position was included in the survey and not all faculty have interacted with the Dean in his new capacity.
- There is a general consensus that Vice President Clark is overworked and needs additional support.
- There are a number of faculty comments voicing support for reinstatement of Dean positions for the individual schools to help with academic advocacy and administrative tasks.
- The faculty believe that the administration is soliciting faculty input more often both on topics that affect faculty and those that affect students.

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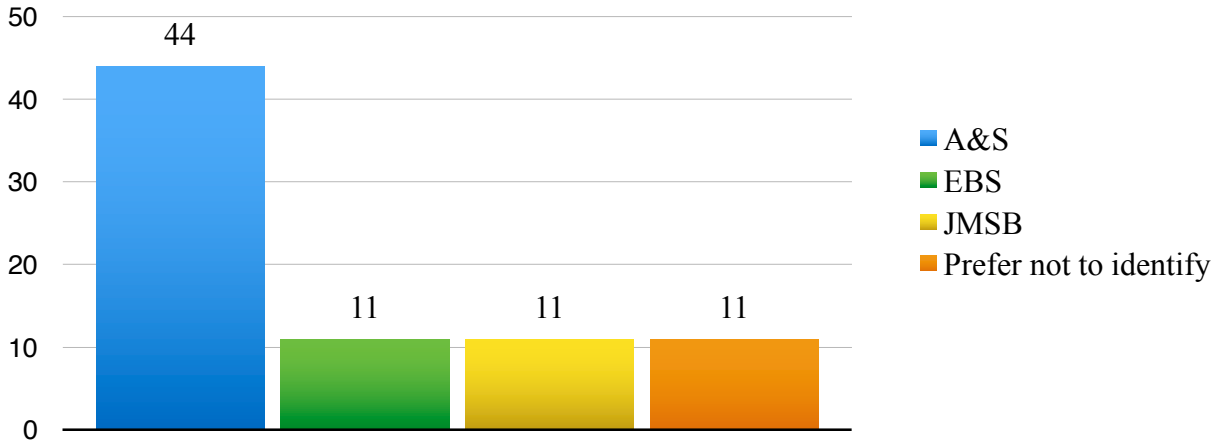
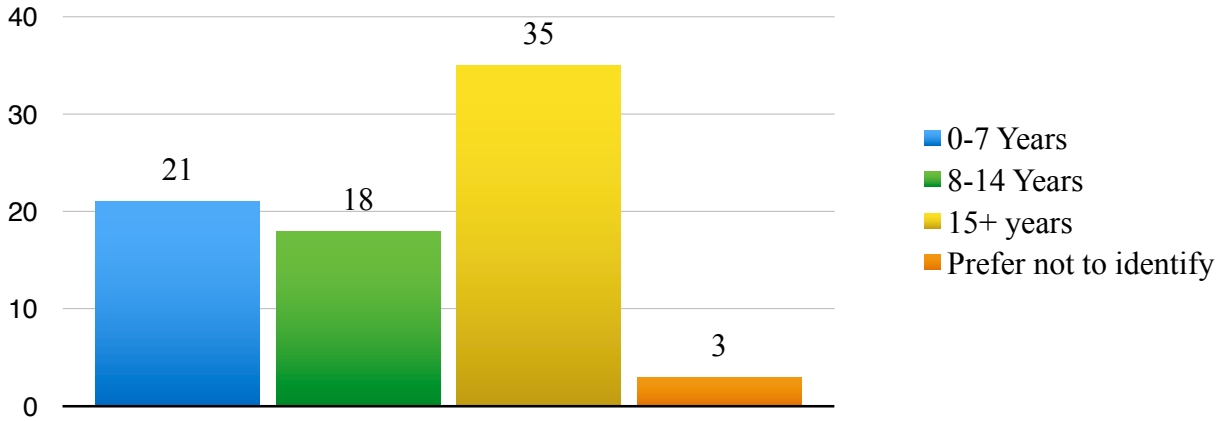
Question 1: What is your academic school?



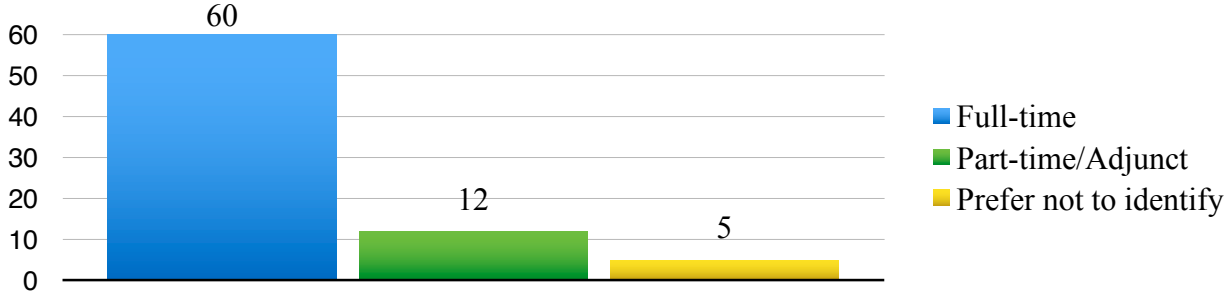
Notes: This year saw 14 additional Arts & Sciences faculty participate in the survey.

Question 2: How many years have you been at Southeastern?

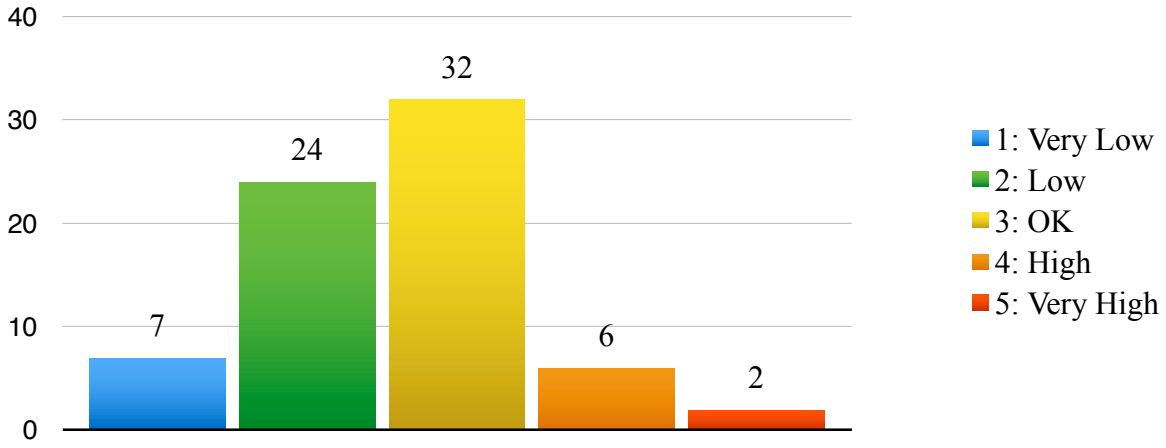


Notes: This year saw more faculty with more experience at Southeastern participate in the survey - 9 more in the "8-14" category and 11 more in the "15+" category.

Question 3: What type of faculty are you?



Question 4: The morale of the faculty is:



Measure	2014	2015	2016	2017
Quartile 1	2	2	1	2
Median	2	2	2	3
Quartile 3	3	3	2.5	3
Mean	2.5	2.7	2.0	2.6
Percentage Very Low/Low	52%	37%	75%	44%
Percentage High/Very High	9%	10%	5%	11%

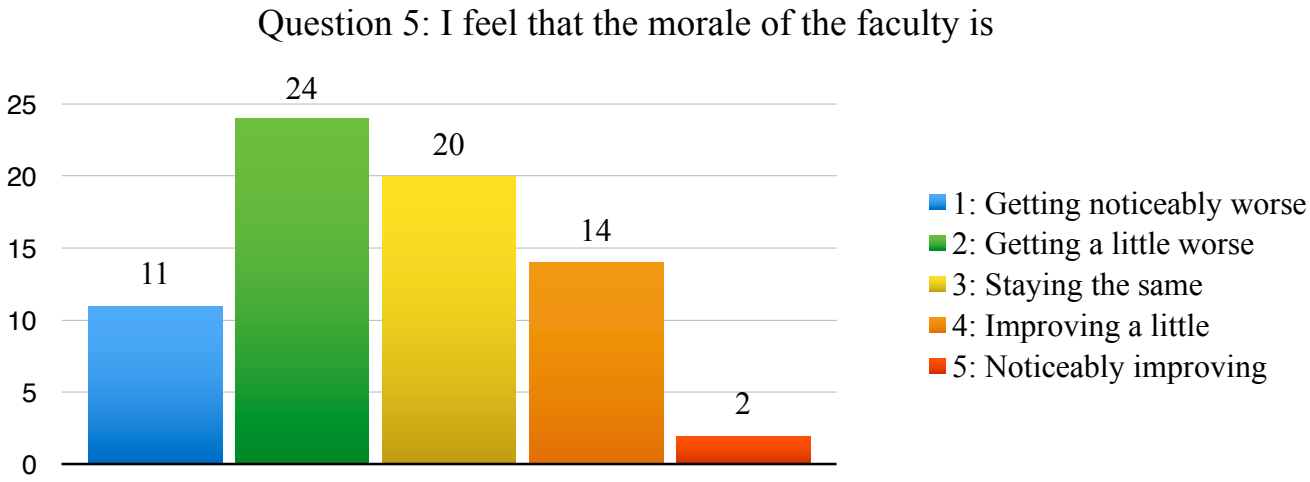
Notes:

Faculty morale improved from 2016 to 2017, returning to previous levels after the major budget issues, retirements, furloughs, and non-renewals of 2016. The improvement came primarily from faculty moving from low-morale categories to neutral rather than to high-morale categories.

The mean response to the question varied by school, with A&S at 2.6, EBS at 3.1, and JMSB at 2.2. This is similar to the breakdown in 2016.

The responses also varied by age category, with those at Southeastern for 0-7 years averaging 3.0, those here 8-14 years averaging 2.6, and those at 15+ years averaging 2.4. This is similar to the breakdown in 2016.

Based on the comments to questions 6 and 7, morale is being driven downward by budget concerns (both in terms of its effect on programs and compensation) and upward by the transparency of President Burrage and the administration, faculty participation in shared governance, and attempts to be more proactive about budget issues.



Measure	2014	2015	2016	2017
Quartile 1	2	3	1	2
Median	3	3	2	3
Quartile 3	4	4	2	3
Mean	2.9	3.3	1.9	2.6
Percentage Noticeably/Little Worse	29%	22%	76%	49%
Percentage Improving Noticeably/A little	29%	41%	4%	23%

Notes:

Overall the faculty feel that morale is slipping, although not as badly as in 2016.

The response to this question varies by school, with A&S averaging 2.5 (and 57% responding negatively), EBS 2.9 (with 27% responding negatively), and JMSB averaging 2.8 (with 33% responding negatively).

The responses also vary with length of stay at Southeastern, with faculty here for 14 years or less averaging 2.9 and those here 15 years or longer averaging 2.2 (and 67% responding that things are getting worse)

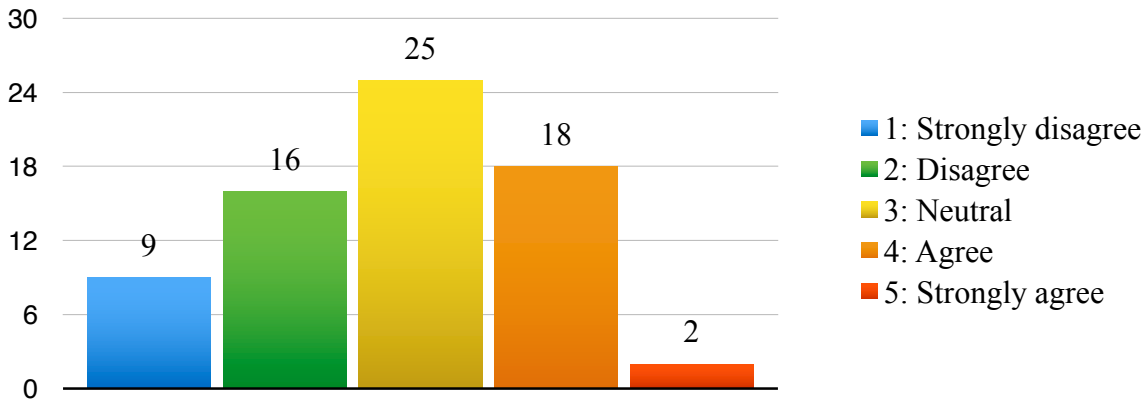
Question 6: What factors are raising faculty morale at Southeastern? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 7: What factors are lowering faculty morale at Southeastern? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 8: I feel that Southeastern does enough to retain quality faculty.



Measure	2014	2015	2016	2017
Quartile 1	2	2	2	2
Median	2	2	2	3
Quartile 3	3	3	3	4
Mean	2.4	2.3	2.3	2.8
Percentage Disagreeing	58%	60%	62%	36%
Percentage Agreeing	13%	12%	15%	29%

Notes:

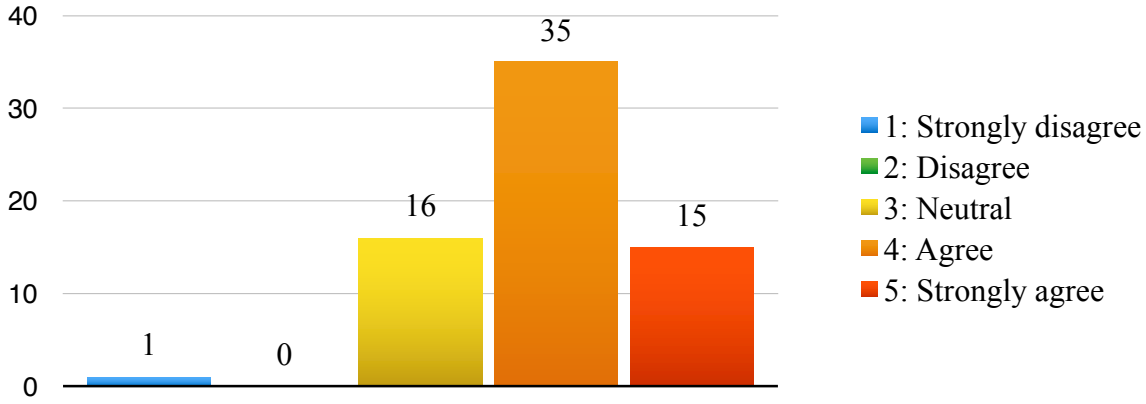
The responses to this question improved from 2016 to 2017, although more of the change came from the reduction in negative responses than the growth in positive responses.

The responses to this question vary by school, with A&S at 2.9, EBS at 3.2, and JMSB at 2.3.

The responses also vary by length of stay at Southeastern, with those here 14 years or less averaging 3.1 and those here 15 years or longer averaging 2.6.

The prime drivers of the negative responses are low compensation (especially for faculty who have been here longer) and high/increased workloads, although there is also a general recognition that the responsibility for this lies for the most part with decisions made by the State Legislature.

Question 9: Shared governance at Southeastern currently fosters mutual respect and trust between faculty and the administration



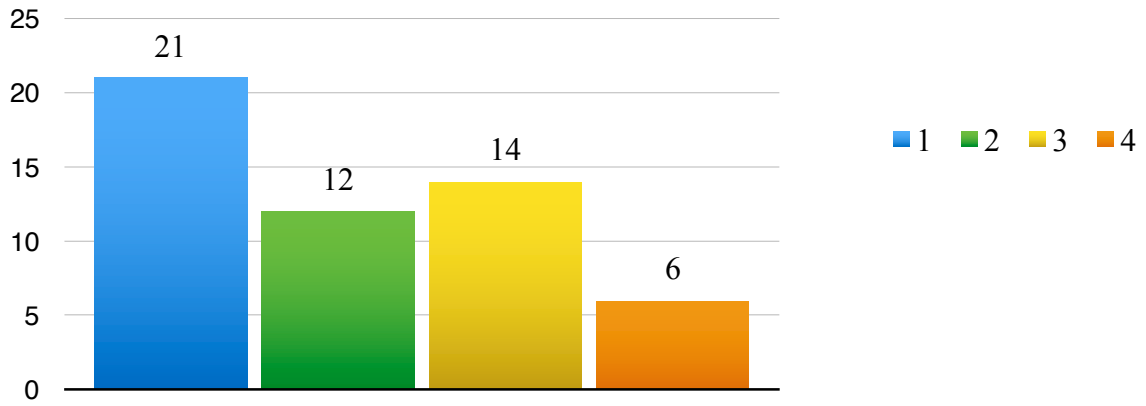
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	1	1	1	2	2	3	2	3
Median	2	2	2	2	3	4	3	3
Quartile 3	3	3	3	3	4	4	4	4
Mean	2	2	2.3	2.6	2.9	3.4	3.4	3.9
Percentage Agreeing	13%	13%	18%	24%	37%	54%	54%	75%
Percentage Disagreeing	73%	71%	64%	51%	32%	16%	16%	1%

Notes:

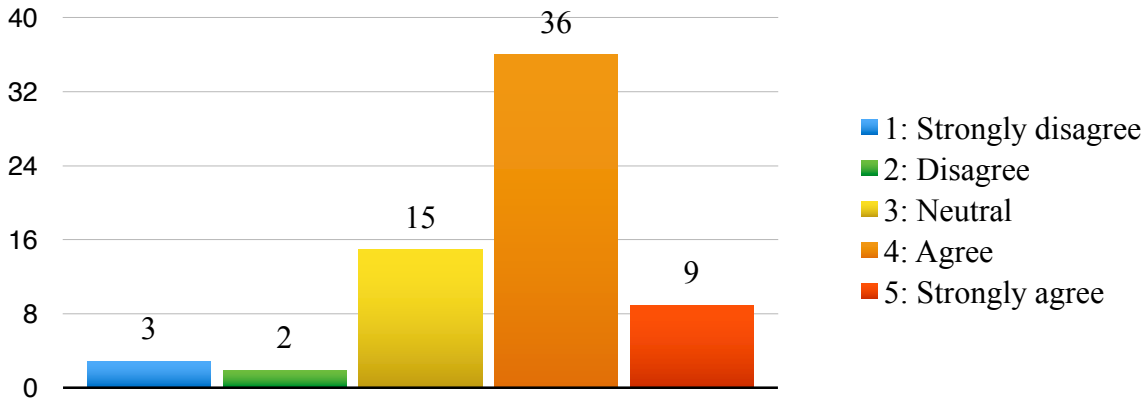
The faculty responses to the shared governance question are significantly higher than they have been in recent history, both in terms of the average response and the percentage of faculty agreeing.

Although the average response does not change significantly with length of stay at Southeastern the percent of respondents agreeing does, with 62% of faculty here 0-7 years agreeing, 81% of those here 8-14 years agreeing, and 82% of those here 15 years or more agreeing.

Question 10: We have held 4 Shared Governance Forums during this Academic Year. How many have you attended?



Question 11: The Shared Governance forums have been useful in conveying information between the faculty and administration.



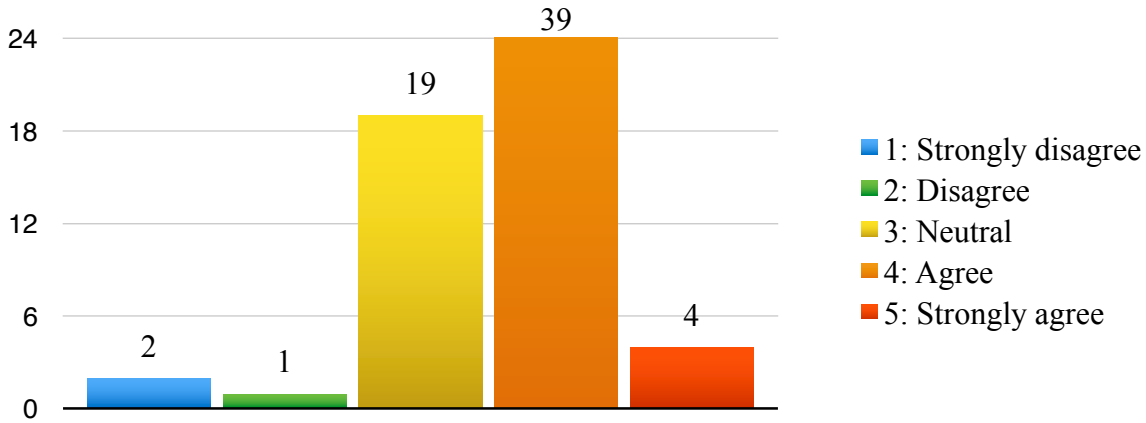
Measure	2014	2015	2016	2017
Quartile 1	3	3	3	3
Median	3	3	4	4
Quartile 3	4	4	4	4
Mean	3.2	3.4	3.6	3.7
Percentage Agreeing	44%	47%	58%	69%
Percentage Disagreeing	20%	8%	8%	8%

Notes:

Unsurprisingly the mean response increases with the number of forums attended; those attending 1 averaged 3.6, those attending 2 averaged 3.8, those attending 3 averaged 4.1, and those faculty who attended all 4 had an average response of 4.3.

A recurring theme in the comments is the inability of some faculty to attend because of teaching duties, although there is no easy way around this.

Question 12: The Shared Governance forums have helped the faculty and administration work on various issues of concern.



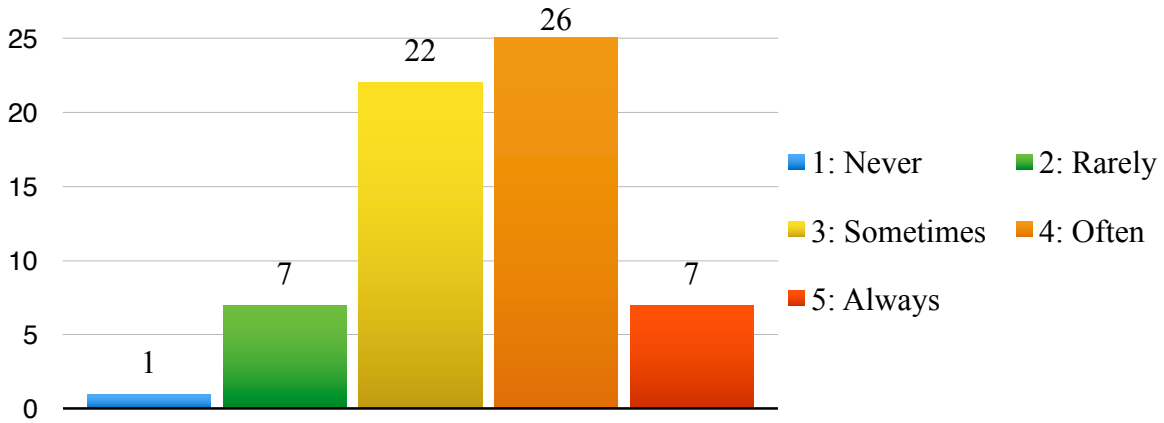
Measure	2014	2015	2016	2017
Quartile 1	3	3	3	3
Median	3	3	3	4
Quartile 3	4	4	4	4
Mean	3.1	3.5	3.3	3.6
Percentage Agreeing	38%	54%	47%	66%
Percentage Disagreeing	20%	10%	17%	5%

Notes:

The mean response varies by school, with the A&S response of 3.5 lower than EBS (4.0) or JMSB (3.8).

As on the previous question the mean response improves with the number of forums attended; those attending 1 forum averaged 3.5, those attending 2 averaged 3.6, those attending 3 averaged 3.9, and those who attended all 4 forums averaged 4.0.

Question 13: The administration solicits faculty input when creating or revising policies that directly affect student learning.



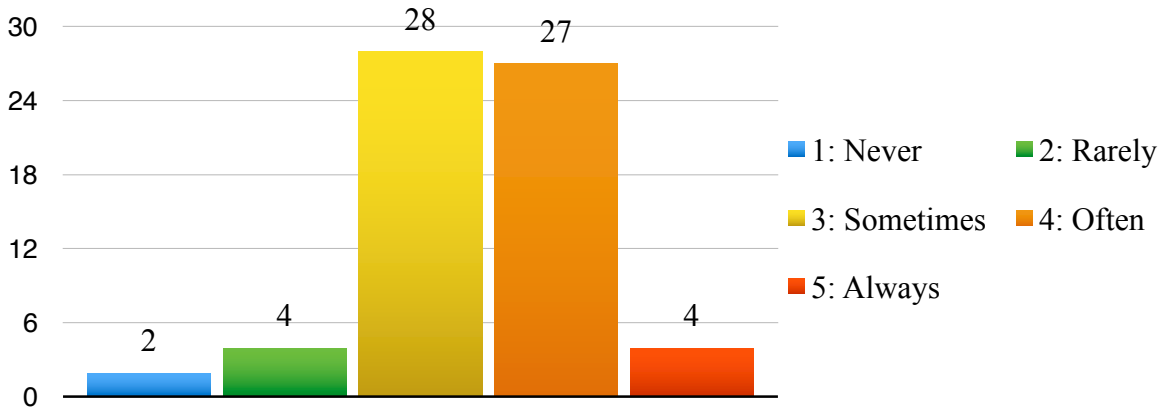
Measure	2014	2015	2016	2017
Quartile 1	2	3	3	3
Median	2	3	3	4
Quartile 3	3	4	4	4
Mean	2.4	3.1	3.2	3.5
Percentage Often/Always	8%	33%	43%	52%
Percentage Rarely/Never	56%	18%	23%	13%

Notes:

The faculty responses to this question continue to improve, building on the significant improvement already seen in the 2015 survey.

The results vary by school, with the JMSB mean of 2.9 being below that of A&S (3.6) and EBS (3.8). There are not enough comments to determine why this would be the case, but is similar to the results in the 2016 survey.

Question 14: The administration solicits faculty input when creating or revising policies that directly affect me as a faculty member.



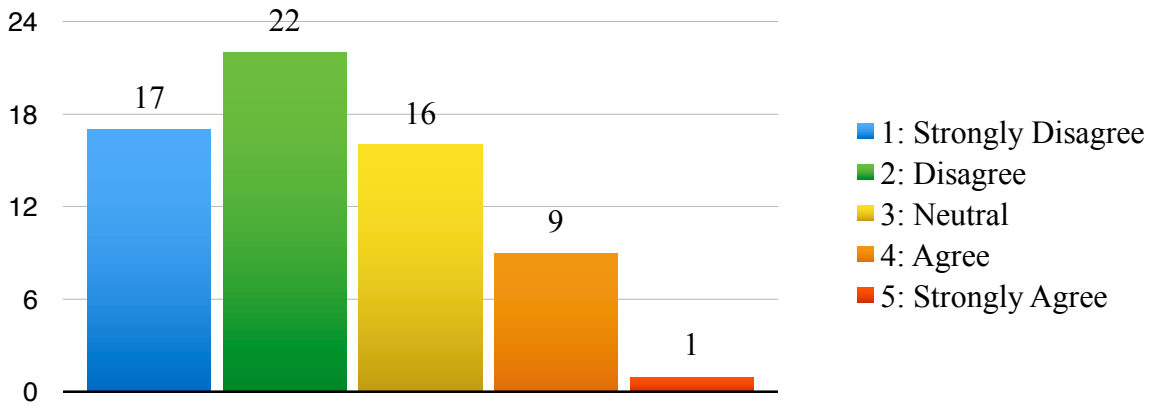
Measure	2014	2015	2016	2017
Quartile 1	2	3	2	3
Median	2.5	3	3	3
Quartile 3	3	4	4	4
Mean	2.5	3.2	3.1	3.4
Percentage Often/Always	11%	39%	35%	48%
Percentage Rarely/Never	50%	19%	27%	9%

Notes:

The faculty responses to this question continue to improve, building on the significant improvement already seen in the 2015 survey.

Similar to the responses on the previous question, responses from the John Massey School of Business (2.9) are lower than in Arts & Sciences (3.5) and Education and Behavioral Sciences (3.6). This is similar to (but less extreme) than the responses in the 2016 survey.

Question 15: Funding for faculty travel is adequate



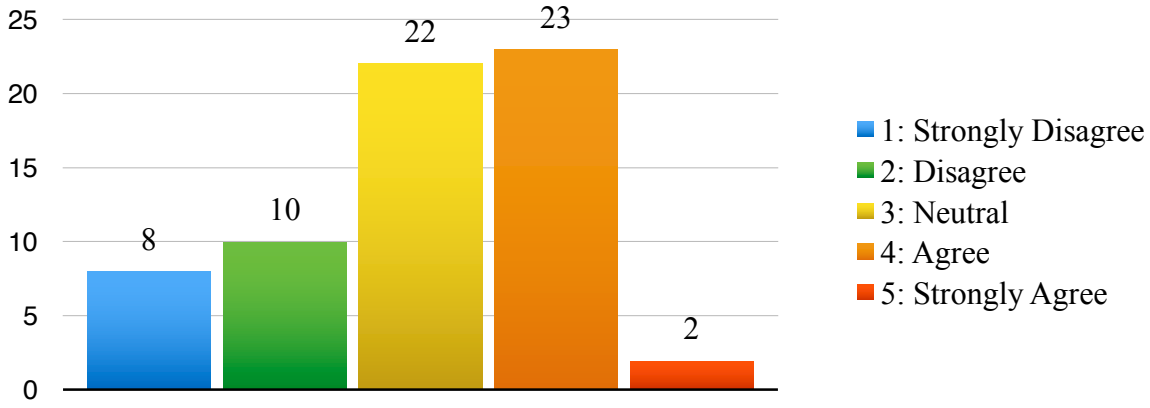
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	1	1	1	1	1	2	1	1
Median	1	1	2	2	2	3	1	2
Quartile 3	2	2	2	3	4	4	2	3
Mean	1.7	1.9	1.8	2.2	2.4	2.7	1.6	2.3
Percentage Agreeing	11%	16%	10%	16%	27%	29%	4%	15%
Percentage Disagreeing	84%	77%	81%	67%	60%	44%	85%	60%

Notes:

The responses to this question improved from 2016, returning to ranges similar to recent years.

The responses vary by school, with the mean response in JMSB (1.9) lower than that in A&S (2.2) and EBS (3.0).

Question 16: Funding for faculty travel (allocation and reimbursement) is administered fairly and efficiently.



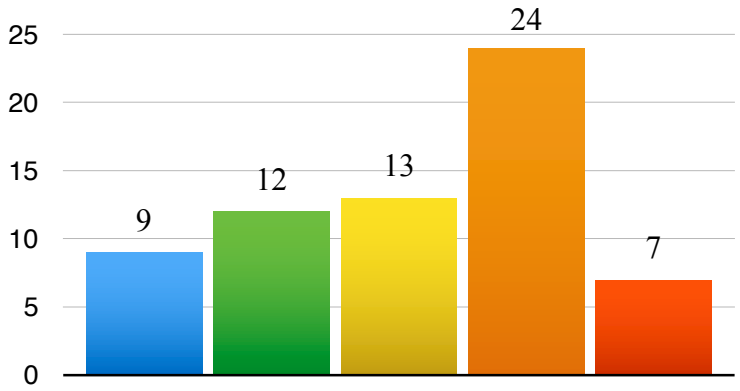
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	1	1.25	2	2	2	3	2	2
Median	2	3	3	3	3	3	3	3
Quartile 3	3	4	4	4	4	4	3	4
Mean	2.3	2.7	2.7	2.9	2.7	3.2	2.6	3.0
Percentage Agreeing	17%	29%	28%	27%	29%	40%	17%	38%
Percentage Disagreeing	56%	41%	40%	31%	42%	20%	44%	28%

Notes:

The responses to this question vary by school, with the mean in JMSB (2.6) being lower than in A&S (3.0) and EBS (3.4).

Based on the comments the length of time until reimbursement is a major concern.

Question 17: If new money becomes available for faculty salaries, the principle behind the allocation should be:



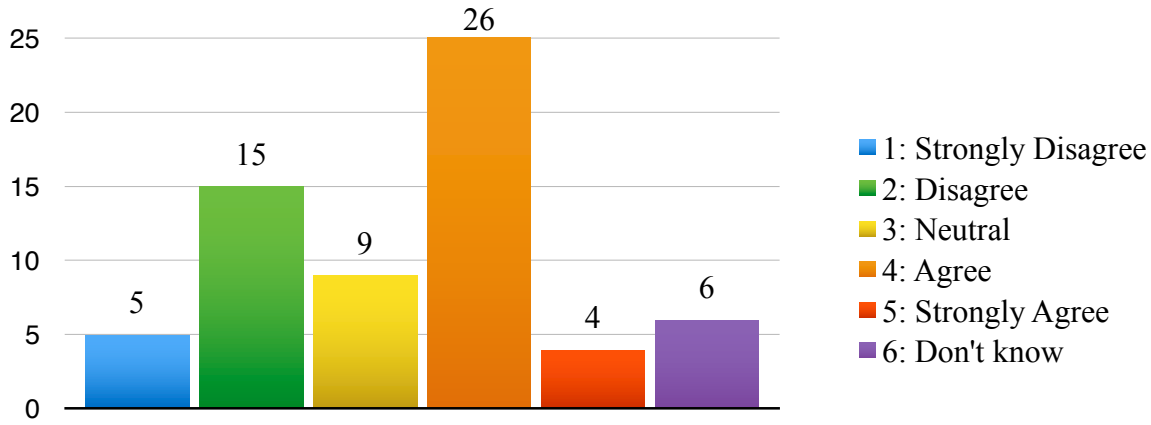
- 1:As in the past, everyone should get the same dollar amount
- 2: Everyone should get the same percentage increase
- 3: While everyone should get something, some of the funding should be used to bring salaries to regional/comparable school averages on a discipline by discipline basis.
- 4: While everyone should get something, some of the funding should be distributed differently by rank to bring rank salaries closer to regional/comparable school averages
- 5: Other (detail in comments)

Notes:

In the Arts & Sciences and Education and Behavioral Sciences schools the preference (in a ratio of about 2:1) is to adjust salary by rank and then by percentage increases. In the John Massey School of Business the preference is to adjust salaries on a discipline-by-discipline basis, and then by the same dollar amount.

When looking at the length of stay at Southeastern there is no clear preference among those here 14 years or less, but for those here 15 years or longer the clear preference is to adjust salaries based on rank (which were about half of those responses).

Question 18: The University devotes enough of its resources in support of academic instruction and spends them efficiently



Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	2	2	2	2	2	2	2	2
Median	3	2	2	3	2	3	2	4
Quartile 3	3.75	3	4	3	3	4	3.5	4
Mean	2.7	2.6	2.6	2.6	2.5	2.9	2.6	3.2
Percentage Agreeing	25%	20%	28%	22%	20%	26%	25%	51%
Percentage Disagreeing	48%	51%	55%	47%	63%	44%	56%	34%

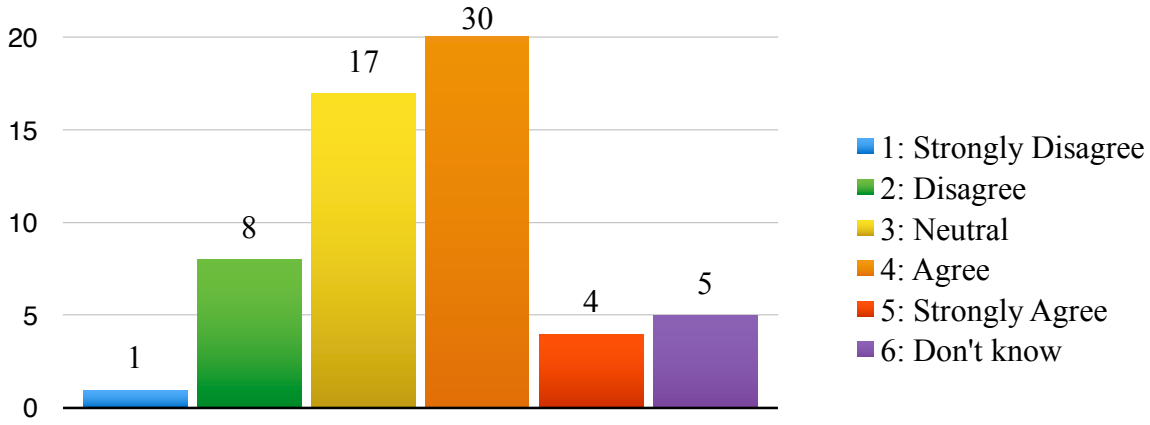
Notes:

The “Don’t Know” responses were excluded when computing various statistics.

Faculty agreement with the assertion improved noticeably from 2016. Unfortunately the comments do not provide any insight as to why perceptions have improved from last year’s survey.

The responses to this question varied by school, with A&S averaging 3.1, EBS averaging 3.6, and JMSB averaging 2.9.

Question 19: The University devotes enough of its resources in support of student services and spends them efficiently



Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	3	2.75	3	3	3	3	2	3
Median	3	3	3	3	3	3	3	4
Quartile 3	4	4	4	4	4	4	4	4
Mean	3.3	3.2	3.3	3.1	3.3	3.5	3.2	3.5
Percentage Agreeing	46%	32%	48%	33%	48%	48%	46%	57%
Percentage Disagreeing	14%	25%	18%	20%	17%	8%	30%	15%

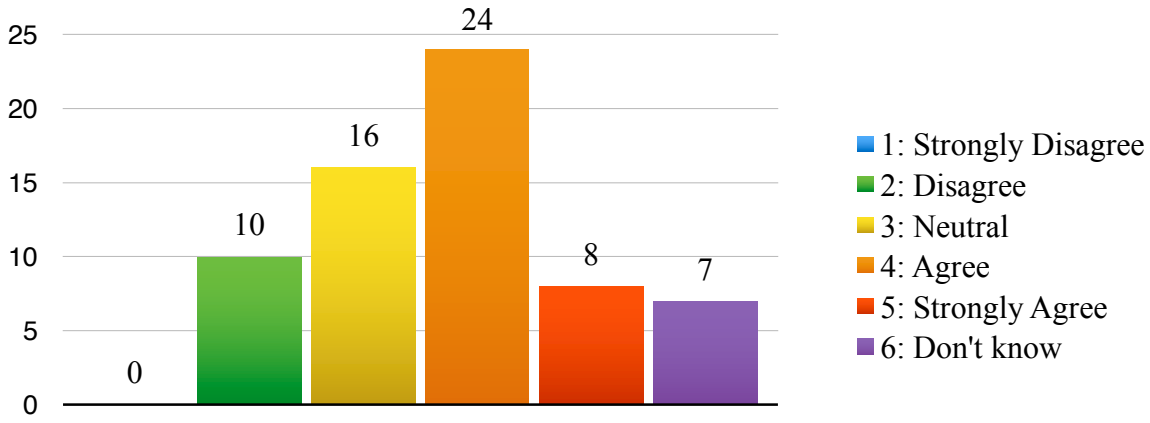
Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of student services”, so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses are not included in the numerical analysis.

The overall responses to this question have improved since 2016, and are at the highest level of agreement since 2010.

The mean response to this question varies by school, with A&S at 3.4, EBS at 3.9, and JMSB at 3.1 The “percentage agreeing” also varies, with A&S at 56%, EBS at 80%, and 38%.

Question 20: The University devotes enough of its resources to support administration and spends them efficiently



Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	2	2	1	2	2	2	3	3
Median	3	3	2	3	3	3	3	4
Quartile 3	3.75	3.25	3	3	4	4	4	4
Mean	2.7	2.7	2.3	2.5	2.9	3.1	3.3	3.5
Percentage Agreeing	25%	25%	18%	18%	33%	33%	43%	55%
Percentage Disagreeing	44%	43%	61%	47%	43%	31%	20%	17%

Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of administration”, so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses are not included in the numerical analysis.

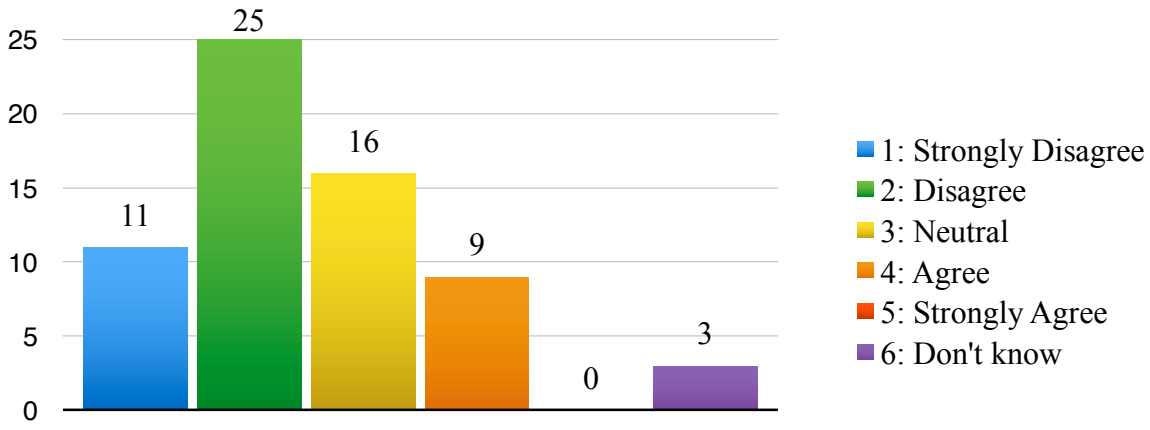
The overall responses to this question improved since 2016, with the current levels of agreement at their highest since 2010 (and significantly higher than 2010-2014).

The mean response varied somewhat by school, with A&S at 3.6, EBS at 3.7, and JMSB at 3.2.

The mean response also varied by length of stay at Southeastern, with faculty here 0-7 years at 3.0, those here 8-14 years at 3.4, and those here 15 years or longer at 3.5.

Although there are not many comments for this question, some voice a concern that support for the administration has been cut too much to adequately support operations (a noticeable reversal from faculty sentiment in years past).

Question 21: The University devotes enough of its resources to support its facilities and spends them efficiently



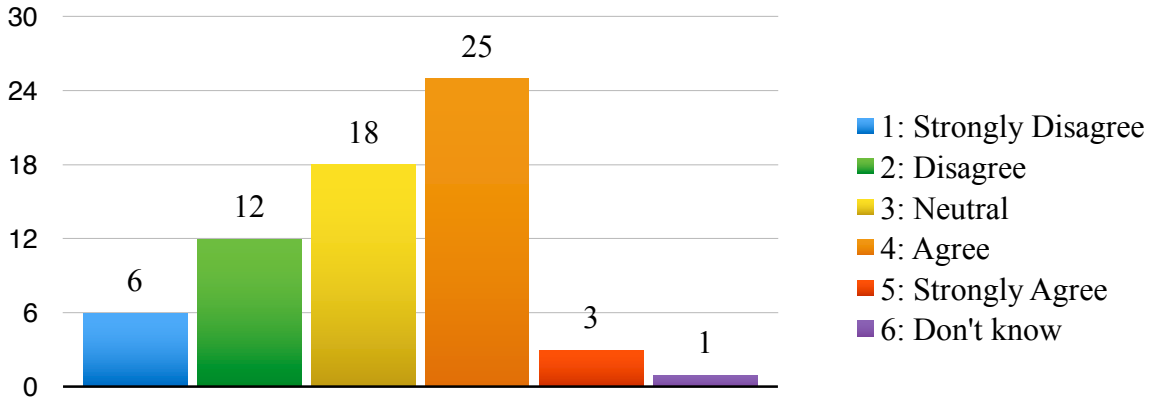
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	1	1	1	2	1	2	2	2
Median	2	2	2	2	2	2	2	2
Quartile 3	3	4	3	3	3	4	3	3
Mean	2.2	2.5	2.2	2.4	2.1	2.7	2.3	2.4
Percentage Agreeing	16%	27%	14%	19%	8%	27%	18%	15%
Percentage Disagreeing	63%	54%	65%	62%	70%	55%	70%	59%

Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of facilities”, so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses aren’t included in the numerical analysis.

The level of deferred maintenance continues to be a significant issue as seen in both the numerical responses and the faculty comments.

Question 22: The University devotes enough of its resources to keep instructional technologies both current and widely available.

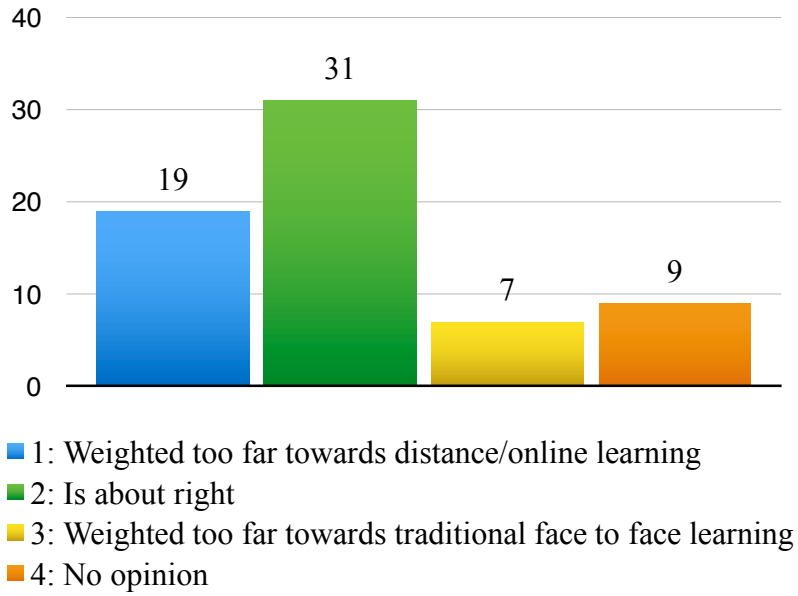


Measure	2014	2015	2016	2017
Quartile 1	2	2	2	2
Median	2	3	3	3
Quartile 3	3.5	4	4	4
Mean	2.5	3.2	3.0	3.1
Percentage Agreeing	25%	49%	43%	44%
Percentage Disagreeing	59%	29%	42%	28%

Notes:

The responses to this question vary by school, with A&S at 3.4, EBS at 3.0, and JMSB at 2.4.

Question 23: The University's balance between distance/online learning and traditional face to face instruction is:



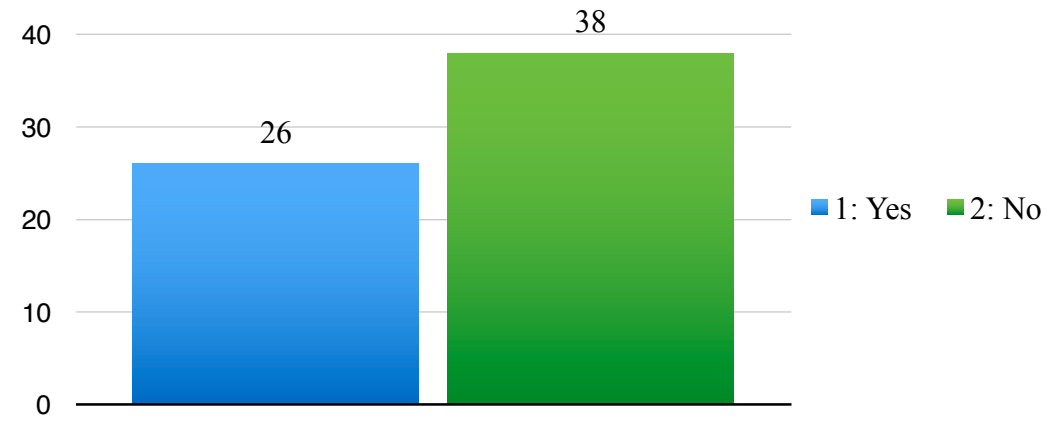
Measure	2014	2015	2016	2017
Percentage "Too Far Distance"	39%	38%	44%	33%
Percentage "About Right"	56%	59%	38%	54%
Percentage "Too Far Traditional"	5%	3%	19%	12%
Mean	1.7	1.7	1.8	1.8

Notes:

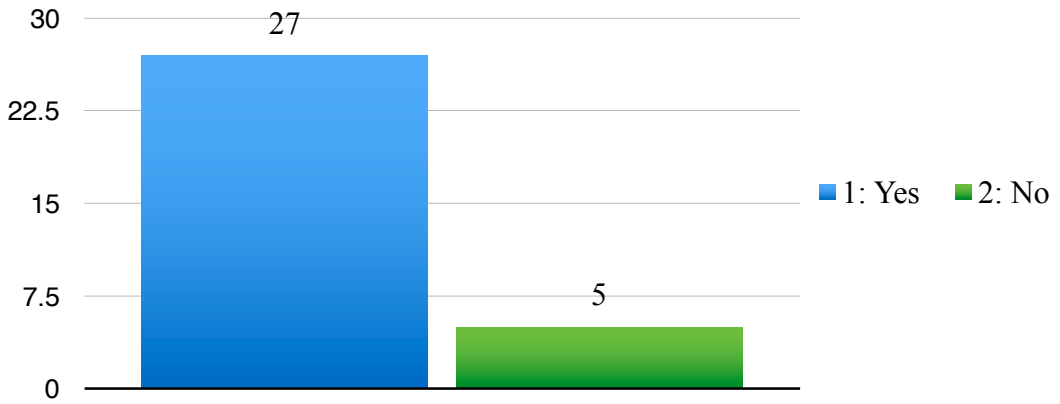
This question was new in 2014 and the faculty responses remain almost the same. The nine "No opinion" responses were not included in percentage calculations.

The responses to this question (both the numerical responses and comments) varied by the school a faculty member associated with. The A&S mean response was 1.6, and most comments from A&S faculty were anti-online learning (some grudgingly accepting online courses as a necessity). The EBS mean response was 2.1 (with only 1 comment). The mean response in JMSB was 2.2, with all comments from JMSB being pro-online learning.

Question 24: Have you participated in the new tenure and promotion process in any capacity since the 2013-2014 Academic Year?



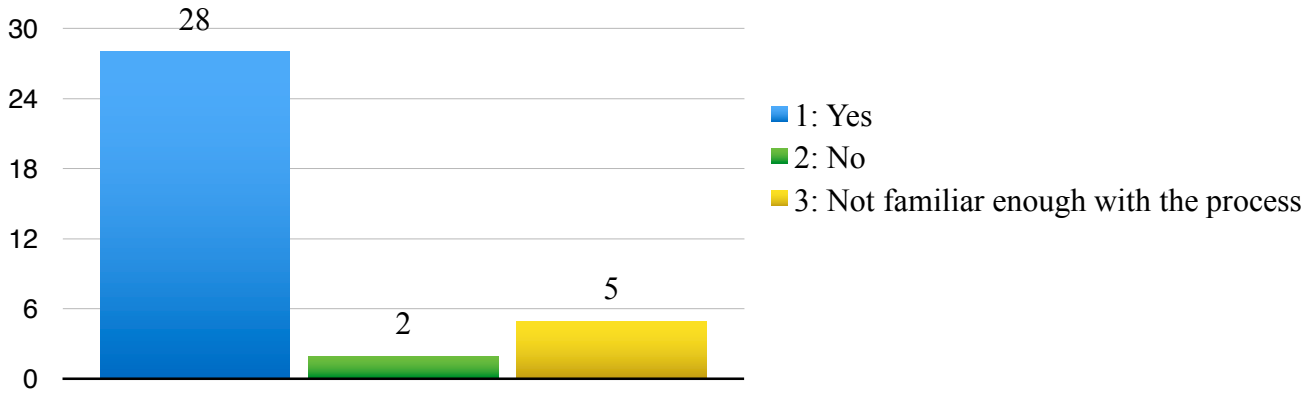
Question 25: If you participated in the tenure and promotion process since 2015-2016, has the process been clearly explained/communicated in the Academic Policies and Procedures Manual or by other means?



Notes:

25 of the 26 people who said they had participated in the process said it had been clearly communicated (with the last person not responding).

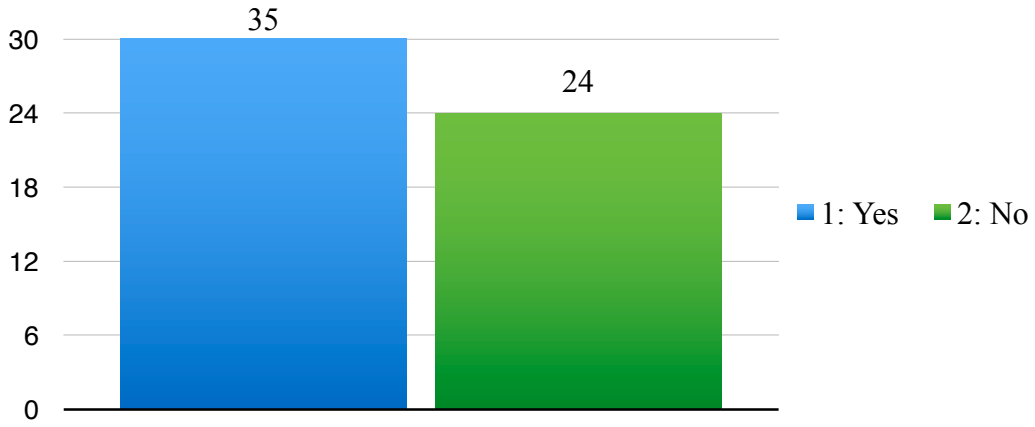
Question 26: If you participated in the tenure and promotion process since 2015-2016, has the process been fairly administered?



Notes:

Out of the 26 people who said they had participated in the process, all 26 said the process had been fairly administered.

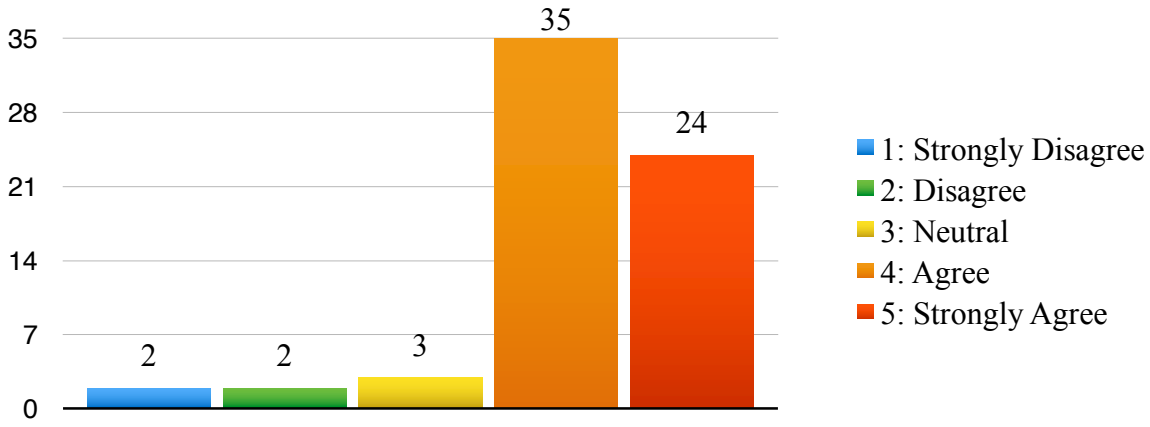
Question 27: The new Post-tenure Review process that went into effect during the 2015-2016 Academic Year. Have you participated in that review process in any capacity (reviewed faculty member, review committee member, etc.)?



Notes:

Question 27 was a demographic question intended to help interpret responses to follow-up questions on the new post-tenure review process. The follow-up questions were accidentally left off this year's survey and should be added back to the survey next year.

Question 28: Effective leadership is provided by the President



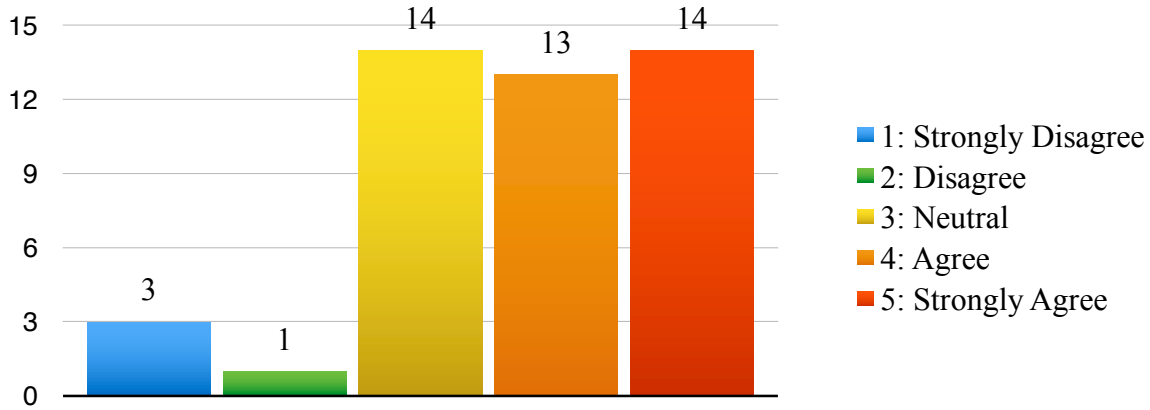
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	3	2	2	2	2	4	3	4
Median	4	3	3	3	3	4	4	4
Quartile 3	4	4	4	4	4	4	5	5
Mean	3.6	2.8	3	2.9	2.8	4.0	3.9	4.2
Percentage Agreeing	56%	30%	42%	37%	30%	77%	66%	89%
Percentage Disagreeing	8%	36%	36%	34%	41%	2%	9%	6%

Notes:

The faculty opinion of President Burrage's leadership rose from last year and is at the highest level for all presidents since 2010 (the earliest year for which data is available).

The mean response from the John Massey School of Business (3.8) is lower than the mean responses from the other schools (both 4.2)

Question 29: Effective leadership is provided by the Academic Vice-President



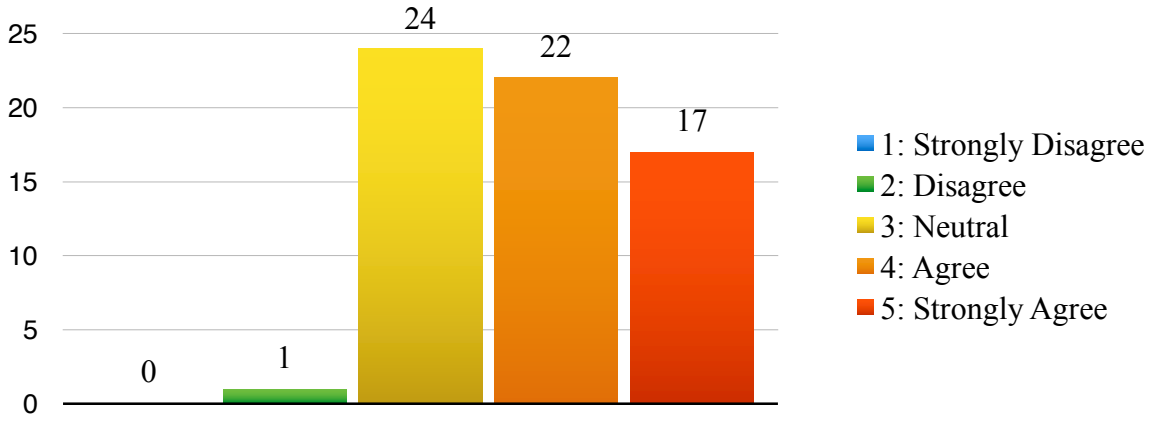
Measure	2010	2011	2012	2013	2014	2015	2016	2017
Quartile 1	1	1	2	2	2	2	2	3
Median	3	2.5	3	3	3	3	3	4
Quartile 3	4	4	3	4	3	4	4	4
Mean	2.7	2.5	2.6	2.8	2.7	2.9	2.7	3.8
Percentage Agreeing	26%	27%	22%	35%	23%	40%	28%	73%
Percentage Disagreeing	43%	50%	45%	38%	38%	40%	43%	6%

Notes:

The faculty opinion of Vice President Clark's first year in the position is significantly higher than the responses in the survey in previous years, and does not vary significantly by school or length of stay at Southeastern.

Based on the comments for this question additional support may be needed for the VPAA's office.

Question 30: Effective leadership is provided by the Dean of the Graduate School



Measure	2017
Quartile 1	3
Median	4
Quartile 3	5
Mean	3.9
Percentage Agreeing	61%
Percentage Disagreeing	2%

Notes:

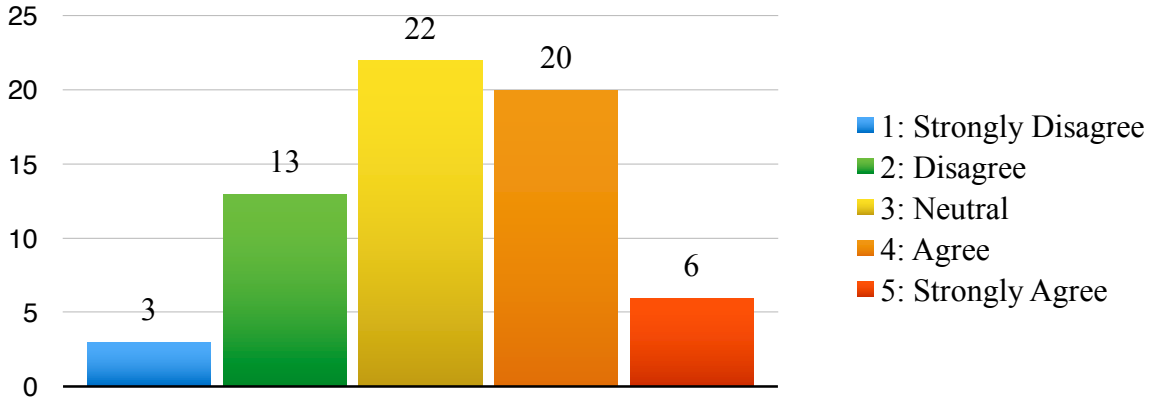
This question was asked for the first time in 2017 so there is no historical information for comparison.

The responses to the question vary by school. Arts and Sciences faculty average 3.7 with 51% of faculty in agreement. Faculty in Education and Behavioral Sciences average 4.2 with 73% in agreement. The responses from faculty in the John Massey School of Business have a mean response of 4.0, with 88% in agreement.

Question 31: What are your thoughts on the Academic reorganization? How is it working and are there changes to the structure of Academic Affairs that you would recommend? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

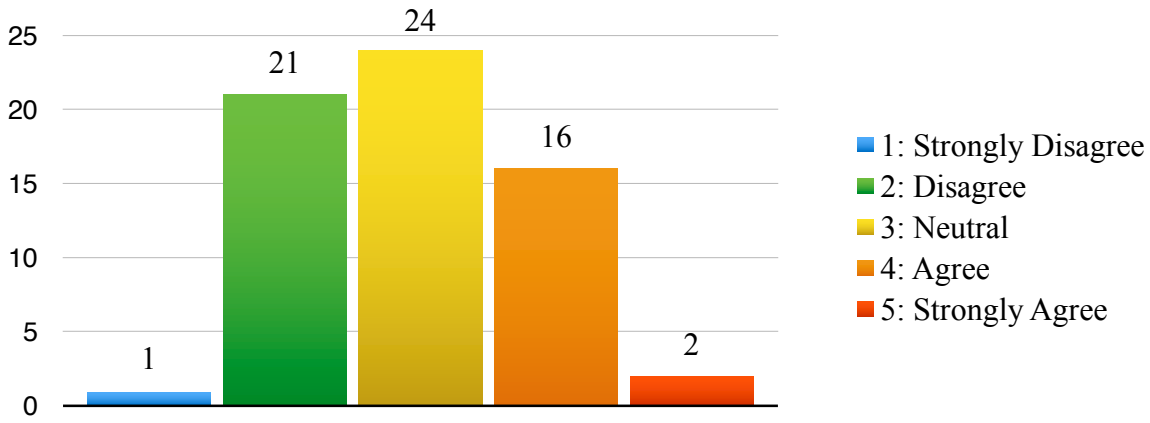
Question 32: Academic program assessment is clearly defined



Measure	2016	2017
Quartile 1	2	2
Median	3	3
Quartile 3	4	4
Mean	3.0	3.2
Percentage Agreeing	40%	41%
Percentage Disagreeing	35%	25%

Notes: This question was new in 2016 and the responses did not change much from 2016 to 2017 or vary significantly by school or length of stay at Southeastern.

Question 33: Academic program assessment provides valuable information to our faculty



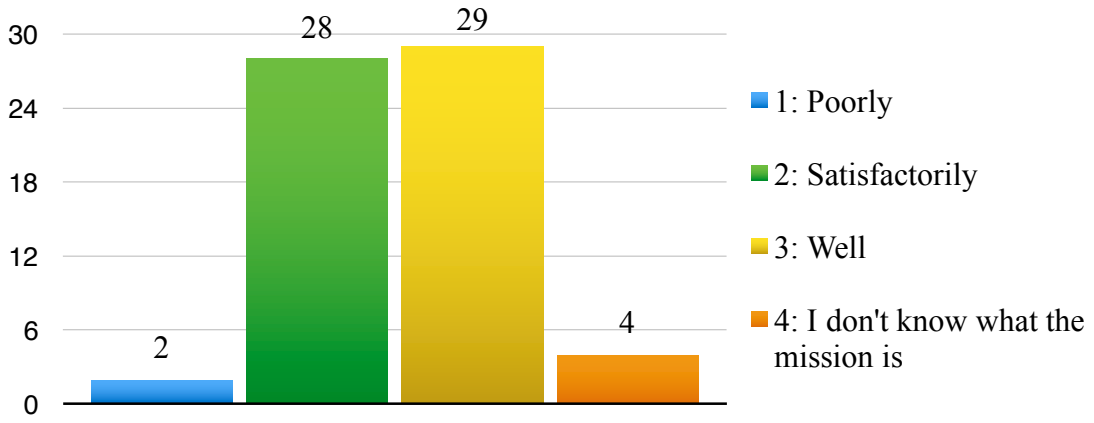
Measure	2014	2015	2016	2017
Quartile 1	2	2	2	2
Median	3	3	3	3
Quartile 3	4	4	4	4
Mean	2.8	2.8	2.7	3.0
Percentage Agreeing	29%	32%	26%	28%
Percentage Disagreeing	44%	39%	47%	34%

Notes:

The mean responses vary by school, with A&S at 2.8, EBS at 3.5, and JMSB at 2.8. In addition most of the comments from A&S faculty were negative.

The results also vary by length of stay at Southeastern, with those here for 0-7 years averaging 3.4, those here 8-14 years averaging 3.1, and those here 15 years or more averaging 2.7.

Question 34: How well does the University fulfill its mission:

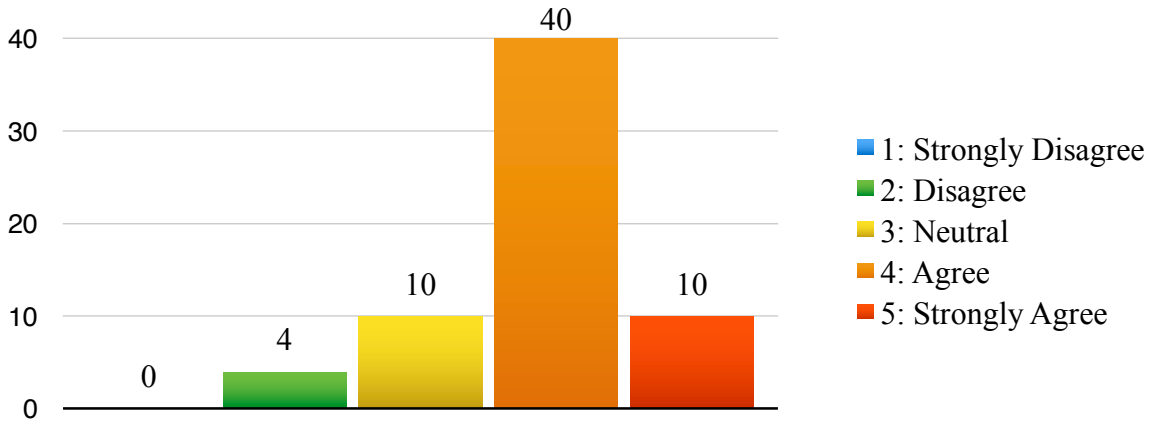


Measure	2014	2015	2016	2017
"Poorly" Percentage	18%	6%	13%	3%
"Satisfactorily" Percentage	46%	60%	62%	44%
"Well" Percentage	25%	27%	23%	46%
"Don't know the mission" Percentage	11%	6%	2%	6%

Notes:

The faculty perception of how we fulfill our mission improved from 2016 to 2017. This improvement is primarily driven by the conversion of "Satisfactory" responses to "Well" responses in the school of Arts & Sciences (going from 64%/25% to 40%/50%).

Question 35: I believe the Faculty Senate works on issues that are important to me as a faculty member.

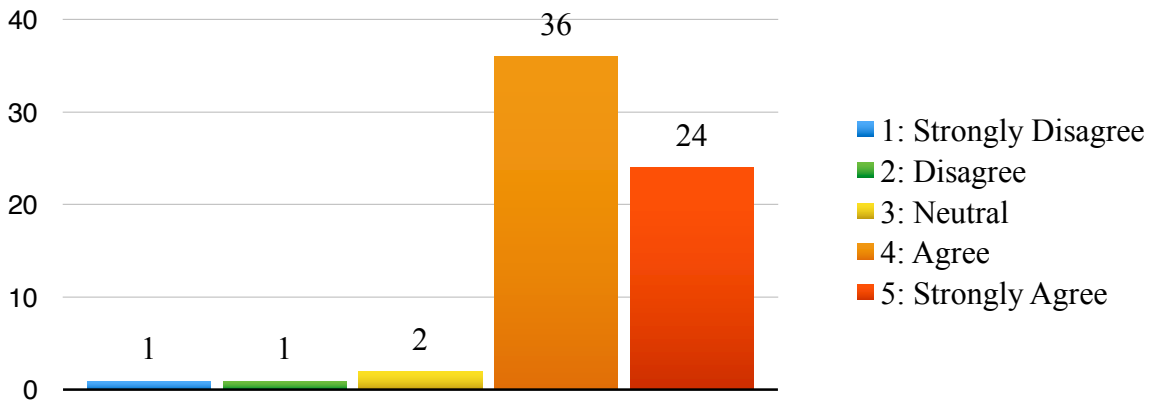


Measure	2012	2013	2014	2015	2016	2017
Quartile 1	3	3	4	3	3	4
Median	4	4	4	4	4	4
Quartile 3	4	4	5	5	5	4
Mean	3.6	3.7	4.0	3.9	3.7	3.9
Percentage Agreeing	66%	66%	81%	70%	68%	78%
Percentage Disagreeing	16%	10%	3%	8%	17%	6%

Notes:

The mean response about the Faculty Senate was lower in the John Massey School of Business (3.5) than in either of the other schools (both at 4.0).

Question 36: The activities of the Faculty Senate are effectively communicated to the faculty.

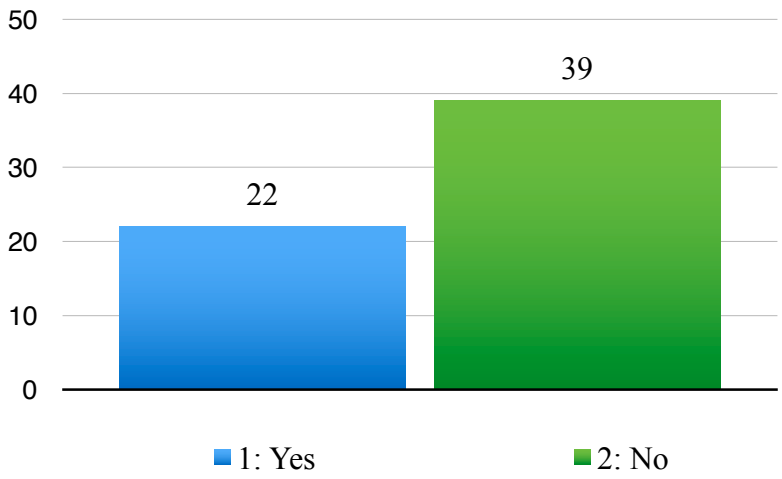


Measure	2014	2015	2016	2017
Quartile 1	3	4	4	4
Median	4	5	4	4
Quartile 3	4	5	5	5
Mean	3.6	4.1	4.0	4.3
Percentage Agreeing	65%	84%	83%	94%
Percentage Disagreeing	16%	8%	11%	3%

Notes:

The faculty believe that the Senate is communicating its work effectively.

Question 37: Would you be interested in serving on the Faculty Senate in the future? Why or why not?

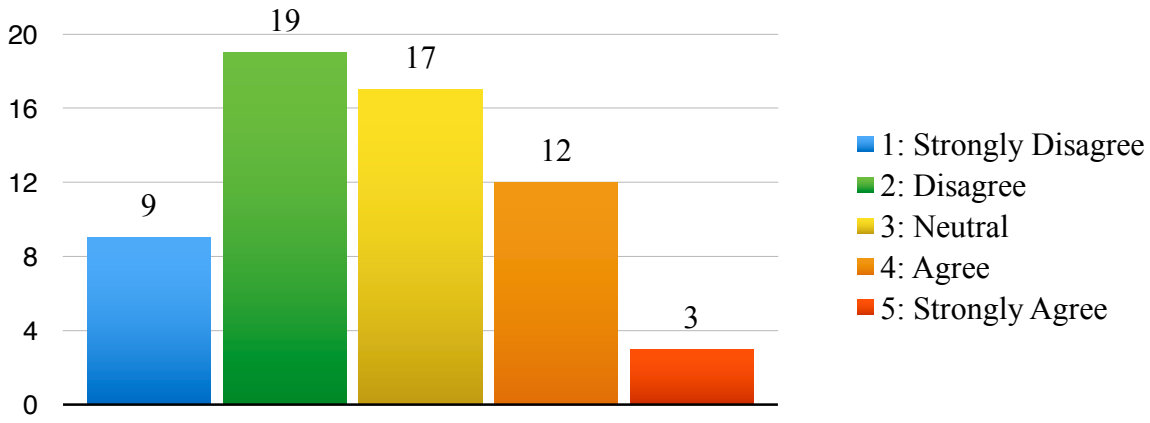


Measure	2013	2014	2015	2016	2017
Percentage willing to serve	41%	44%	42%	36%	36%
Percentage not willing to serve	59%	56%	58%	64%	64%

Notes:

The faculty willingness to serve does not vary significantly by either school or length of stay at Southeastern.

Question 38: The Faculty Symposium during the week before school was useful for faculty. The 2016 Symposium was held on Tuesday, August 9th from 1:00-4:45 PM and Wednesday, August 10th from 8:30 AM-12:30 PM and included two external speakers.



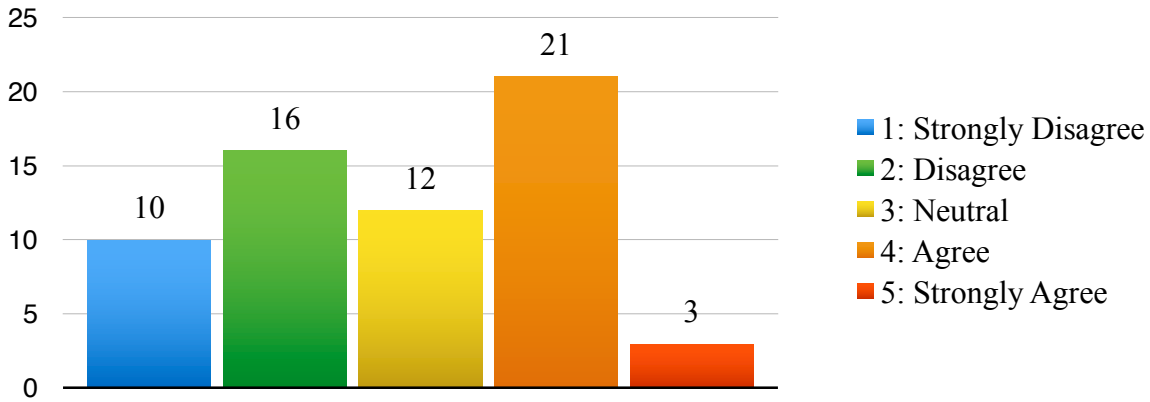
Measure	2013	2014	2015	2016	2017
Quartile 1	1	1	2	1	2
Median	2	3	3	2	3
Quartile 3	3	4	3	3.25	3
Mean	2.1	2.6	2.5	2.3	2.7
Percentage Agreeing	18%	31%	24%	24.5%	25%
Percentage Disagreeing	66%	47%	49%	66%	47%

Notes:

The increase in the average response this year was driven by faculty converting "disagree" responses to "neutral" ones - the percentage of faculty agreeing did not noticeably change.

Faculty in the school of Education and Behavioral Sciences found the symposium more useful (mean 3.6) than faculty in the other schools (both with means of 2.5).

Question 39: The Faculty Symposium during the week before school was an appropriate length.



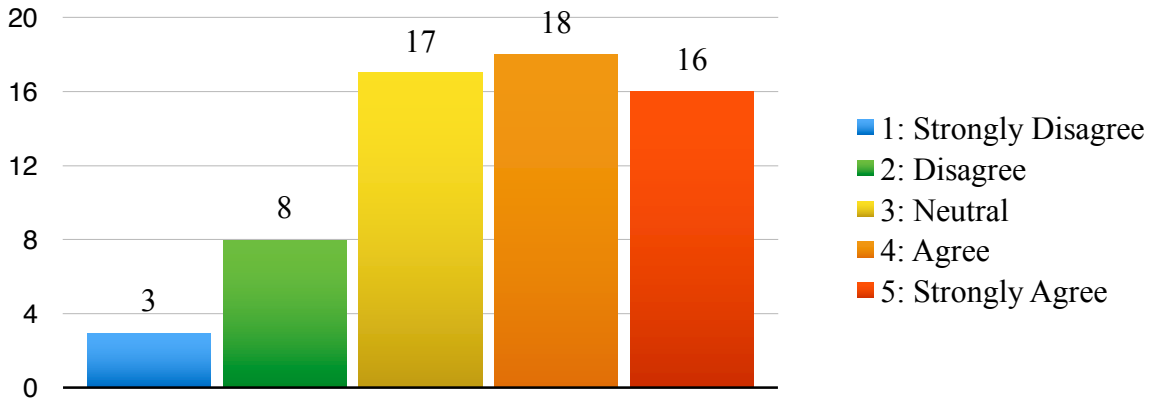
Measure	2013	2014	2015	2016	2017
Quartile 1	1	1	1	1	2
Median	1.5	2	2	2	3
Quartile 3	2	3	3	3	4
Mean	1.8	2.1	2.1	2.0	2.9
Percentage Agreeing	10%	17%	14%	15%	39%
Percentage Disagreeing	79%	69%	65%	72%	42%

Notes:

The 2017 responses to this question represent a marked improvement over prior years, coinciding with the halving of the symposium length.

The responses varied by school, with A&S averaging 2.7, EBS averaging 3.6, and JMSB averaging 3.1

Question 40: I would be in favor of eliminating the Faculty Symposium at the beginning of the year



Measure	2016	2017
Quartile 1	3	3
Median	4	4
Quartile 3	5	5
Mean	3.9	3.6
Percentage Agreeing	62%	55%
Percentage Disagreeing	21%	18%

Notes:

The faculty in the School of Arts & Sciences prefer to eliminate the symposium at a higher rate (mean response of 3.8) than in the other schools (the EBS mean response is 3.0, the JMSB mean response is 3.1).

Faculty who have been at Southeastern for 15 years or longer prefer to eliminate the symposium at a higher rate (mean response 3.8) than faculty who have been at Southeastern for a shorter period of time (the mean response for 0-7 years is 3.1 and for 8-14 years is 3.3).

Question 41: What do you think the University does well? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 42: What do you think the University could do better? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 43: How do you think the university could improve its student recruiting efforts? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 44: What items should the Faculty Senate be working on in the next few years? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.