

Faculty Senate Survey Report (FSSR) Committee Minutes

Spring Semester, Meeting #3

Tuesday, March 1, 2022

Virtual Meeting, 1-2 p.m. CST

ATTENDING

Andy Kramer

Jeri Walker

Kate Shannon

Matthew Sparacio

- I. Call to Order – 1:00 pm CST

- II. Agenda
 - a. Committee Members were charged with reviewing the 2020-2021 FSSR and considering the following tasks:
 - i. Cut the number of questions down from the 36 included in the first revised draft of 2020-2021 Faculty Senate Survey (FSS) circulated by Senator Sparacio. The 36 questions were cut from the original 54 questions in the 2020-2021 FSS.

- III. Discussion
 - a. The committee worked with a draft a revisions provided by Senator Walker to the original updates and revisions to the 2020-2021 Faculty Senate Survey (FSS) circulated by Senator Sparacio. This new draft included a number of important revisions upon arrival, which the committee adopted before making further updates:
 - i. Reordering the introductory questions and moving the University mission statement.
 - ii. Breaking into clear and discernable sections, which will include section headings.
 - iii. Reorganization of the “Overall Impressions” section of questions.
 - b. Deliberation on the revised FSS draft:
 - i. There was hearty discussion about the “type of faculty” enquired in the initial questions – how do we make sure that contingent, adjunct, and part-time faculty members are included? How do we best measure instructors who are full time as staff but part-time teachers? Is the best way to do this with a select all that apply? Or do we keep the 2020-2021 binary of Full vs. Part-time
 1. Morale was the center point of this discussion – we want, as always, to make sure that adjuncts feel a sense of equity with their colleagues. Does further distinguishing between rank undermine our intentions?

- ii. Retention and Recruitment questions were moved out of the “Overall Impressions” section and into the Administration section.
 - 1. Debate over combing the questions resulted in keeping the original separate questions.
- iii. The Committee determined that there will be opportunities for free response at the end of **each section**.
- iv. The Committee discussed phrasing:
 - 1. Some questions (hold-overs from the 2020-2021 FSS and newly added this year) included the terms “issues” and “concerns,” which automatically connote disapproval or conflict. We settled on revising these section to “matters,” which is, we think, more neutral in tone.
 - 2. After moving compensation questions to “Administrative Matters” section, discussed how to combine questions about potential faculty flight – settled on combining and rephrasing the question as “*Have you, or someone you know, considered leaving the University due to faculty pay and compensation factors?*”
- v. There was a lengthy discussion about whether the Tenure and Promotion/Post – Tenure Review section should be moved to an every-other-year addendum, especially considering the work the FS has put in the last two years to streamline information about these procedures.
- vi. Considering “administrators” – should department chairs also be included in this group assessment, as originally suggested?
 - 1. The Committee determined that Committee Chairs will *not* be included in the “Administrative Matters” section because they are elected and not appointed. Questions about department chairs were moved into the “Teaching Matters” section.
 - 2. The original FSS revisions removed names and only used specific administrative offices; the committee suggested including a description or explanation of what these posts are (perhaps drawing directly from the A.P.P.M.) to help respondents who may be unfamiliar with the titles.
- c. Overall were able to further cut down the total number of questions to 28.

IV. Plans Looking Forward

- a. Senator Sparacio will contact FS Chair Daigle about gaining access to the FS Survey Monkey account, which will allow any future revisions to the FSS.
- b. Email out updated 2022 FSS draft to the rest of the committee members to look over. Any glaring issues or comments can be worked out via email threads and I can update the document accordingly. The goal is to have the revised FSS draft submitted to the FS Blackboard site to perusal before the March 30 Meeting (ideally, before Spring Break).

- c. The FSS Committee has decided we are now *officially* shifting focus to our new charge: organizing the Shared Governance Forum topic scheduled for April 19: *The Faculty's Role in Building A "Student Ready Campus."*
 - d. Next Meeting: The FSSR Committee will meet at 1 pm on March 8 over Zoom.
 - i. Simple Agenda for March 8 Meeting
 - 1. Discuss selections and important excerpts from McNair et.al., *Becoming a Student-Ready College: A New Culture of Leadership for Student Success* (2016) in preparation for the Shared Governance Forum.
 - 2. Questions to consider:
 - a. *What key terms do we need to highlight to make sure that we are on the same page with administration?*
 - b. *What is our role and responsibility as faculty members in fostering a "student ready" environment on campus?*
 - 3. Create a Google Doc to have running notes related to *Becoming a Student-Ready College* and share file with all committee members.
 - 4. Contact FS Chair Daigle about getting the committee on the Agenda for the March 30 meeting.
 - ii. ZOOM link: <https://se-edu.zoom.us/j/97212958135>
 - iii. Meeting ID: 972 1295 8135
- V. Adjournment – 2:16 pm CST