

FACULTY SENATE SURVEY SPRING 2011 COMMENTS

Comments and Recommendations (numerical ratings not included)

1. The moral of the faculty is high.

- No adjustment in salary card in years, but larger class sizes and less travel and research support
- Worst I've seen
- The general administration lacks respect for the work and the viewpoints of the faculty.
- Fill open faculty positions with qualified, FTE's, Tenure-track
- Most faculty seem dedicated to their work
- It isn't. Some fear the administration or have resigned themselves to the fact that they cannot do anything to influence the system.
- I've never known of a time when morale was lower. The environment is hostile and many are seeking other employment.
- Need better communication with the administration.
- My morale is high! I just got hired!
- Faculty should get together as a whole group to determine morale and issues regarding morale
- Low morale b/c admin does not honor FAC decisions/abuses its power/disregards policy at will

2. Southeastern is headed in the right academic direction

- Much better w/President Minks.
- What is our direction? It seems to be a race to the bottom.
- A balance in the use of the University's resources has not been achieved. The expectation that increases in school of business salaries would "raise all boats" has not materialized. Rather than maintaining core academic programs, focus is shifting to a small number of professional programs.
- less emphasis on distant learning more emphasis on scholarly activities
- Constrained by budgets
- 21st century careers like pharmacy, geriatrics, nursing home administration, computer science, etc. are not implemented
- There is forced movement toward blended classes. The option is taken away in some classes since no similar face-to-face section exists. Instructor judgment is replaced by

mandates regarding maximum number of hours that can be met in face-to-face instruction versus online.

--Academic freedom has been a bit of a concern, given administrative mandates & distance learning requirements.

--Pressure to demonstrate high enrollments in both individual classes & overall programs creates a race to the bottom, as students flock to easy classes and avoid academic rigor.

--Not really sure which direction we are taking...

--Graduate Programs need a change to accommodate the students needs

--Admin will continue to depress morale and drive away best faculty

3. The University attracts and retains quality faculty.

--A real university should have at least 80% of faculty with terminal degrees

--Too many faculty just collect a paycheck and give high grades for no real work

--There are amazingly fine faculty here. Why they come and stay is difficult to explain.

--Attracts? Maybe, but the faculty is aging and replacements are typically adjuncts with little or no higher educ. Commitment. Many adjuncts are poorly prepared to teach and don't intend to give up their day jobs. No retention effort.

--Hard to attract with the salary cards. Morale issues make people want to leave – and not recommend SOSU to their colleagues.

--The horrific handling of Rachel Tudor's tenure case by the administration is not only losing us one excellent faculty member, but also made it impossible for us to assure new faculty that they will be judged on their merits. It has also made several of us seriously consider leaving this university so that we might work for administrators with integrity.

--I'm one I think!

--We would actually have to hire new faculty!

--I don't feel Southeastern retains faculty because salary levels get worse the longer you are at SOSU

--Tenure is NOT granted on basis of work or skills, admin discriminates and awards tenure based on their biases/prejudices

4. Shared governance at Southeastern currently fosters mutual respect and trust between faculty and the administration.

--Many administrators here have no concept of real shared governance

--It's a joke.

--There is no share governance.

--Admin has rejected both FAC recommendation and Senate resolution in reference to Dr. Tudor's case.

--While there appears to be some improvement, the current academic administration from the Deans to the Interim-VP remain authoritarian, arrogant, and aloof.

--Administration is hostile toward faculty.

--There is no appreciable communication or respect between faculty & staff

--"Shared governance" at Southeastern. Hey! Pull the other leg. Ain't no such thing.

--increased open communication & planning without fear of repercussions.

--I don't think many faculty trust "The Administration"

--Need more straight-forward communication w/the Administration.

--Aside from the individual ramifications for Rachel, this case has eviscerated any respect or trust I once had for the administration. They are dishonest and immoral.

--Unknown – just got here

--At the current moment, there is no shared governance.

5. Funding for faculty travel is (a) adequate; (b) administered efficiently and fairly.

--What funding?!? It's a bad joke!

--My request for travel money was denied 2010-2011 why can't some funds be held back for second semester?...Half of the total available. The info for my conference is not available in Aug!

--Faculty should not have to apply for travel funds from more than one source. At present they apply to the University's mini grant committee for part, to the Dean of the School for another, and then to the Department.

--Only a small percent of university travel funds go to organized research. ORC however, is very fair.

--Need a travel card system to prevent faculty from spending out-of-pocket on registration, hotel, and airfare. Need to be allowed to shop for discounted rates using travel card.

--I receive no funding for travel.

--Our current system is not all reasonable, particularly since mini-grant requests have now been limited to 1 per yr. Incentive funding for travel to remote sites is less than adequate, but no additional options available. [mini-grant requests have now been limited too] → Discourages professional productivity.

--I was funded but withdrew my request because there was no cost for Presenters.

--This campus lacks funding, as a result, funding for travel/research will always be difficult to scrounge up.

--It is ridiculous to me that faculty are expected to front the money for conferences and conventions and then have to wait for weeks in order to be reimbursed. SE Faculty should be trusted enough to be given a travel card so that purchases do not have to be taken out of their own personal accounts.

--Inadequate—especially compared to administration—unequally distributed

6. The University should have a long term goal of increasing faculty salaries.

--SE's salaries for full professors are among the worst in the nation

--I think I am well paid – but others are not. I wouldn't mind a raise – but I'm not going to fight for one now.

--Particularly for tenured faculty outside of business, we are given every financial incentive to leave.

--Who does not want a raise? Look around, watch the news – the country is broke & the state is almost broke.

--Although this is a nice idea, adjunct and similar should be getting a raise.

--I feel that the longer a faculty member remains at Southeastern the worse their salary becomes.

--(a) would be best, but (c), if lower, would seem fair.

7. Faculty salaries have kept pace with salaries of administrators and higher level staff.

--Can anybody suggest otherwise?

--No information – What are their salaries?

--I think that it is hard for me to answer this question because I don't know the average salaries of administrators and higher level staff.

--Business salaries are very high (faculty) but not others. No need to rely on rumors: All available at okreporting.ok.gov or openbooks.ok.gov

--Go to www.openbooks.com and do the math for yourself. We are not competitive in salaries and candidates for employment vote with their feet as they "walk" to other campuses.

--The belief in the trenches is that there are too many unneeded highly paid admin positions sucking up \$'s.

--Since no one has gotten a raise in 3 years the question is meaningless.

--Faculty salaries have never kept pace with the salaries of Senior Executives – why should we think it should happen here?

--Clearly false w/documentation to prove it.

8. The University uses its resources wisely in support of (a) academic instruction (b) student services (c) administration (d) facilities:

--Clean house and start over
--I've requested a smart classroom for years – literally still waiting At the comp. universities, these (smart classrooms) are understood.
--Too much for admin. and sports
--Building are not kept up to standards. No long-range sustainability plan for grounds/buildings/facilities exist.
--This is physically one of the shabbiest campuses I have ever seen. It's an eyesore. Heating/AC controlled from TX for Morrison provides too hot/too cold climates.
--I do not know enough to comment – but – it does seem that some buildings need more work (e.g. Morrison) than we need new buildings
--Too much student services. Need more academics
--Need:
 (a) more in classroom technology (older buildings), more new faculty (tenure-track)
 (b) more fact-to-face tutoring available
 (d) keep up w/old buildings in need of repair first.
--We should not be giving away money at athletic events or handing out ipads while our roofs leak and we can't make photocopies for class due to antiquated equipment.
--I do not agree w/how money is being spent on this campus
--Admin uses money for itself first—then—faculty, students, and staff-just compare admin offices with classrooms!

9. Distance learning should become one of Southeastern's strengths.

--I worry about maintaining quality
--Let's make learning on campus our #1 priority
--I think it already is but I don't want to see additional emphasis or over-emphasis (which seems to be our direction)
--Lest we get left behind, SOSU must have online degree programs
--Focus on what we are good at – traditional face-to-face education.
--Bring in someone to design a good distance learning program – it is apparent no one inside this institution knows what they are doing
--To stay competitive this should be one of many priorities, however, not at the cost of classroom (face-to-face) teaching. Instructors & Departments need to be fairly compensated for this activity.
--If we are willing and able to supply the resources to do it responsibly, this can provide a valuable service to our constituents.

- It better or we will be out of the market! Hundreds of proprietary on line colleges have emerged because we failed to compete.
- It is necessary to stay competitive, but shouldn't be a "main focus"
- It's more important to strive for excellence in on-site learning.

10. Tenure and promotion processes are (a) clearly communicated and understood by applicants and reviewers (b) fairly administered.

- There will likely be lawsuits
- I think T & P are given even in situations where they are not meeting criteria.
- Compared to other places I have worked.
- When Dean Mawer and the EIL Chair tell faculty to not submit credentials it is simply wrong. The hostile work environment spills over into this area.
- The system seems to work ok except when it doesn't – then it seems arbitrary & capricious.
- "requirements" are arbitrarily re-defined on a whim; the voices of faculty are ignored; personal bigotry counts more than demonstrated professional merit.
- Haven't looked into it very much
- The process should be more well defined at each step.
- Admin deliberately obfuscates process so it may approve and reject according to their own prejudices, does not follow policy, and even created new policy when FAC rules against them!

11. Effective leadership is provided by (a) the President (b) the Academic Vice-president (c) my academic Dean:

- There is no leadership. The "leaders" seem to spend their time and effort protecting their terrible decisions of the past. They make a stupid decision and then defend it no matter what.
- The President has some support, but remaining administrators from previous administrations remain.
- President Minks recognizes SE's problems, I believe.
- Too much micromanagement of relatively unimportant issues, but otherwise well done.
- The President is ineffective, aloof, and seems uncaring. VPAA is my "interim" status ineffective. Mawer...He is simply egotistic, rigid, hostile, rude, and interactive only with his favorites.

- Obviously there have been lots of changes – some good & some bad.
- Scoufos, McMillan, and Minks are disgraces to the university—they are mean-spirited and bigoted.
- Antagonism, bigotry, and hate have no place in effective leadership.
- They are the perfect people for the jobs they are doing. Our President has the highest level of integrity of any President of any college or University in the state of Oklahoma. Our VPAA is right next to the President in integrity.
- Administration from the dean up are not “in-tune” w/the faculty.

12. Academic program assessment has been a valuable use of resources.

- While assessment is necessary for the HLC, etc., SE has created a big bureaucracy that commands time and resources but does little to improve the actual quality of the education
- Excessive and wasteful. Program information should be gathered continuously, but review and evaluations require a longer perspective
- No evidence suggests that assessment leads to improvement in instruction, technology, facilities, or other areas
- Rather than annual assessment every third year would suffice.
- It is largely a joke. Authentic assessment by peers and by each faculty member in a self-analysis simply doesn't happen. Students in a one-shot response is all that is done. Both formative and summative evaluations of each course are needed.
- To much overlap of reporting the same data.
- It may be necessary in some form, but right now it takes a lot of valuable time and it is unclear if there is any use of the final product.
- As a member of the IAC committee, I feel strongly that the current system is deeply flawed. Recent conversations with committee & Bryon Clark give me hop that the system will be reformed
- Its required
- program assessment is a complete waste of time.

The following four questions do not require numerical ratings.

1. What do you believe the University does well?

- Individual attention
- Promote from within – this is sarcasm
- small class size student – professor interaction

- faculty care about students. Some faculty work hard to keep an intellectual classroom.
- Increase faculty responsibility support administration
- Addresses needs of first-generation students
- Small face-to-face classes where most of the faculty genuinely care about their students.
- Arts and sciences and aviation
- Teach students! Faculty collaboration. Athletics. Faculty relationships with students.
- It provides a very friendly environment for students to study and faculty to stay at SE.
- Attracts area students
- -faculty : student ratios
 - Program options
- Educates people in the local area
- It is a regional institution that provides small classroom instruction where students get to know their fellow classmates and instructors on a more personalized basis.
- Providing quality, affordable, and convenient education to southeastern Oklahoma
- Expert faculty often good connections to find students jobs after graduation
- Attends to students & student recruitment
- Teaching in general, and Aviation specialties specifically.
- Aviation
- Student-centered faculty library
 - Desire to retain students
 - Academic Advising
- Recruits students.
- Serves SE Oklahoma
- Increasing, I don't know
- Foster community
- Apathy mediocrity, and spiteful treatment of faculty and staff. Excellent in all areas.
- Commitment to students & quality instruction, given resources provided.
- Foster an atmosphere of distrust or divide and conquer means of destroying a sound educational process.
- meets the educational needs of the region
- Help students
- Face to face education in the traditional style.
- Serve our region
- Program & academic instruction
- Teaching, Service, Scholarship
- The faculty takes the time in and out of the classroom to help the students.
- Many dedicated faculty work hard to provide high-quality instruction to deserving but often underserved students.
- student/faculty ratios
- We teach students what we know, and what we know gets our students employed.
- I don't know.
- The university has a great faculty that provides a quality education for our students.

- I believe administrative costs are very low. I believe we have a good student recruiting area. We offer good academic programs.
- Good working relationship between faculty

2. What do you believe the University could do better?

- fund-raising
- Everything. We need new leaders who have experience some place other than Oklahoma / SE
- make administrator and faculty salaries equitable
- The University could care more about quality instruction. The administration rewards those that shirk their responsibilities and ignores those that contribute. (the following two questions – 3 & 4 – are both “See above”).
- Find ways to communicate with faculty other than just loading on more responsibility
- Faculty are not treated with respect by many staff: i.e. Campus security several administrative assistants, Office of finance
- Higher academic & admission standards
- Give tuition discounts to family members of faculty and staff.
- Communication between faculty & administration. Keep an updated Policies & Procedures manual!!! Building maintenance!!! Have qualified people teach classes.
- Offering more state-of-the-art courses to attract more domestic and international students to study at SE.
- Transfer scholarships
- -Attract & retain higher-qualified faculty
 - fill faculty positions that are needed
 - avoid over-reliance on adjuncts
- - Support research
 - Less paperwork & less bureaucracy
- Attract quality students. Upgrade equipment and facilities
- Basically well done as is.
- More support for staff, better communication between administration and faculty/staff, provide up to date equipment for instructing and support (i.e. multi-media in classrooms – good copiers)
- Administration could quit being secretive and hostile.
- Collaboration with faculty. In theory & (vague) policy, there is a model promoted for shared governance, but in practice, administration is inattentive to faculty concerns.
- Follow its own published procedures.
- Teach

- Transparency in administration
 - Technology
 - Long-term planning
 - Meeting changing careers in global economy
- Appropriately discipline those faculty members that display non-professionalism!
- It's ok.
- A veritable plethora of things.
- Admin could follow policy—change in administration!
- Faculty parking
 - Grant funding
- Salaries. Faculty management. Campus beautification. Acknowledging the moral problem.
- Retention of quality faculty. Maintenance of older bldgs. Hiring of FT faculty rather than heavy reliance on adjuncts. Student retention.
- improve the working climate for faculty in terms of morale, leadership, and administrative support
- Communicate! The University as a whole does not communicate with all groups.
- Have effective leaders from the Administrative
- Faculty governance
- Communicating across campus
- Maintain & upgrade facilities
- Use funds wiser
- Facilities
- It would help the students a lot if financial aid issues were more clear.
- The administration should work to support, rather than undermine, the hard work of faculty.
- maintain buildings
- retain good faculty
- I would like to see SmartBoards in the classrooms. Not projected from ceiling; the self-standing kind.
- This college needs a property manager and I mean a facilities engineer. We must maintain the facilities and grounds that we have, before other major capital expenditures. Buildings and grounds look so run down in several areas.
- Be more transparent in University actions
- Develop a better retention rate plan. Better and more effective shared governance. Faculty have little ability to effect any real changes

3. What are your concerns? Issues?

- I worry that SE will evolve into a vocational school with no real core academic emphasis

- There seems to be no real concern for academics. Nothing has been done to improve the quality of education of our students. It all lip service and phony assessments
- too many adjuncts and easy internet courses lower academic quality
- too much work beyond teaching-assessment, reporting, lack of staff support, maintenance support
- Admin abuse of power, discrimination, and acts of retaliation
- We have turned into a junior college by accepting all students
- Facilities – smart classroom At the comprehensive universities, this would not be a problem. I understand renovations are needed (sound and lighting) in Montgomery Aud.
- Will we ever get raises and/or Christmas bonuses again?!
- That the University grows as a university not as a vocational education center.
- `Shared governance
 - ` This focus on “chain-of-command procedures is getting a bit silly. Seems like it’s a way to keep the President from talking to all but one person!
- Transfer scholarships
- I would like to see more emphasis/incentive placed on scholarly achievements
 - I am concerned about the quality of education and scholarly achievement if we continue to over-emphasize distant learning.
 - Equipment and facilities need improvement – need to be upgraded.
 - Extremely poor attention to and respect for faculty judgment and on academic matters, especially regarding tenure & promotion
 - We have a voice through our dept. chairs – as elected by faculty and voicing focus. The appointment of the Science Dept. sets a dangerous precedent!!
 - Lack of shared governance and blatant disregard of faculty decisions and recommendations.
 - Degrees are given away for attendance, not competence.
 - We close in 10 years from lack of [cannot interpret handwriting] We don’t address needs already met by other institutions
 - Budget cuts, lack of faculty, outdated facilities (i.e. classroom building)
 - Faculty in the EBS dept. are not being replaced; only one section of methods classes are being offered. This is not a good consequence for students scheduling.
 - Faculty morale; cronyism.
 - Cleanliness of bldg.
 - Grounds unkept
 - Salary card not consistent w/all schools
- Poor administrative leadership at the Dean level (academic) and need to address academic vice presidential responsibility

- The majority opinion I hear is that Southeastern has never been at a lower point. The sentiment is that many are “ashamed” to say they are part of this institution.
- It appears that Dr. Minks prefers to use an authoritarian approach as a management in spite of empirical evidence indicating that is the least effective method of managing organizations.
- Defunding of education – we are already in a crisis.
- lack of adequate communication
- Morale of faculty due to failures in the promotion & tenure system and the appearance of a good ‘ol boys network in some areas.
- The general malaise of faculty & staff
- No overall 5 year plan for decision making
- Where is the President? One of the most difficult times in SE history. Faculty Forum?
- I would like to see the University grow (enrollment, etc), but the facilities & faculty need to be in place to support this growth.
- The current institutional climate punishes, rather than rewards, those who work hard with integrity. The system rewards slackers who stay quiet & do the bare minimum.
- dirty, moldy buildings
- concerned that without faculty raises, we will lose good faculty
- Cramming a 16 wk online course into a 2 week online course package – it is a challenge
- Benefits evaporating and cost of living going higher
- Lack of communication w/administration changes in policy w/out faculty input.
- The President seems to operate in the background & the Acad VP & Asst Ac VP are not particularly supportive of faculty and academic standards. That’s my impression.
- I am very concerned about upper level faculty members having such a poor pay schedule.

4. How can the University become more effective?

- Focus more on teaching and less on assessment and administration
- Only real solution is a new administration or a strong union
- Focus on improving student learning. Reward good, rigorous teaching and not self promoting BS. Be honest with our students. Tell most of them to stay home and not waste their money because most will drop out.
- administrators and faculty need to see themselves as being on the same team and working towards the same goal.
- Cut from the top end – we have more positions on the administrative end than ever in my time here. We have less staffing in maintenance and cleaning of our buildings
- By reducing bureaucracy and requiring less paperwork.
- Hire, by way of a national search, a leader at the position of Academic VP.
- Include the faculty in the decision-making process. The Faculty Senate has some amazing ideas & can be very helpful to the administration if given the chance. They should not be viewed as a hindrance by administrators. The faculty are what make SE the close-knit community that it is.
- Outreach

- Upgrade equipment and facilities.
- Greater administrative sensitivity to faculty concerns on academic issues which should rest primarily on faculty judgment
- If administration would work with, not against, faculty, we could solve most of the imminent financial challenges.
- Replace the entire upper administrative team.
- Raise the academic standards to be more consistent with a college level.
- Open lines of communication horizontal (across disciplines) and vertically (staff/faculty <-> administration)
- Less chiefs – more Indians! This is another way for achieving effectiveness.
- Work steady
- See above concerns, and obviously more resources
- To boil it down to one issue, it would be for the university to live up to its Mission Statement: To “Adhere to well-defined organizational structures, policies, and procedures.” This has been an abysmal failure on the University’s part and that is disheartening. In these tight fiscal times, this is something that can be achieved at little or no cost. The Faculty Senate has worked very hard this year to bring this (and related concerns) to the Administration’s attention. Only in the last month have we experienced an initial degree of cooperation from the Administration (e.g. 2 meetings with President Minks and Dr. Clark beginning work on the APPM). There is a great deal of work to do. My hope is things will get better – I hear John Lennon’s voice saying “They can’t get much worse.”
- Unionization and collective bargaining.
- Current technology for all faculty & staff
- Utilize resources more efficiently through decreasing unnecessary duplication of assessment reports & allotting funding at least partially by departmental productivity & number of majors. Develop a plan for addressing faculty retention & reducing reliance on adjuncts.
- Provide leadership through communications.
- Place less concern on tenure and more concern on effective instruction.
- Focus on teaching and helping those who teach.
- Spend funds based upon need of academics, not on additional support personnel.
- Correct the signage around campus
- Prioritize academics; support and reward faculty effort & accomplishment; develop a culture of mutual respect, trust, and work towards a common goal.
- spend money on facilities require maintenance to do their job housekeeping
- hold faculty accountable for classroom behavior and interactions with students
- I don’t have a clue.
- Communicate, Communicate, Communicate!
- (a) Use our expertise to facilitate economic development in our region
 - (b) Create more cohorts of learners using hybrid courses so more learners can go after higher degrees without travelling to the campus.