

7-2005

## USFSP Faculty Council : Survey Results : 2005 : 07

University of South Florida St. Petersburg. Faculty Senate.

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# University of South Florida St. Petersburg

## **Faculty Council Survey Results**

### AREAS OF STRENGTH

#### Work Climate: Valued Elements Include:

##### CAS

Access to electronic resources  
Freedom to pursue research interest 3  
Nice Colleagues 9  
General non- intrusiveness 2  
Small Campus 4  
Beautiful location 2  
Sense of optimism about potential  
Support of senior faculty  
Strong faculty support of students  
Library  
Sense of community

##### COB

None – 2  
Collegiality – 8  
Contact with faculty in other colleges  
Beautiful campus  
Independence  
Friendly atmosphere -2  
Autonomy  
Capable administration  
Accessible campus  
Small Classes  
Dean provides a healthy environment and direction

##### COE

College affiliation with schools  
Once a week classes permit more research time  
Work Climate – 4  
Professional support (travel)  
Small campus – can know faculty in other colleges – 5  
Still a student-centered campus - 4  
Collegiality – 16  
Academic freedom to choose research efforts – 2  
Small classes  
Potential for autonomy – 2  
Supportive Dean -2  
Knowledgeable faculty  
Work climate has deteriorated steadily in last 3 years

LIB/ADV  
Attractive environment  
Friendly Colleagues 3  
Communication  
Small Campus 1

### **Recently Implemented Supports & Initiatives:**

#### **Valued Elements at the College Level Include:**

CAS  
Staff competence  
Support from student level  
Open forums  
No difference except for pay raises  
Dean has been a positive 2  
Faculty evaluation has improved  
More support for travel 2  
Greater focus on research

COB  
None -3  
Instituted research awards on a n annual basis  
Some of the committees (Teaching & Research) have offered seminars – (Chaired by  
tenure-earning faculty who have used valuable time to offer a service)  
Teaching and research committee in COB have brought the faculty together and created  
a more collaborative environment  
Mentoring  
Travel Support  
Computers, software and office supplies support  
Dean Hill has strong leadership skills and has communicated a quality vision and  
mission  
Additional courses scheduled to meet demand  
MBA Program

COE  
There is really no formal support system  
None – 4  
Budget transparency  
Differential assignments -3  
Retreats to discuss what we believe – 2  
Dean's support of faculty'  
Mentoring of non-tenured faculty  
Outside speakers  
NCAE has created a need to pull together  
College Council – 5  
Retreats  
New copier, new desks, tech support, Findlay Partnership  
Student learning outcomes  
College constitution – 2

Less support than several years ago especially in technology, distance learning and support for new development

The appointment of a Dean – not the person – the position – 2

LIB/ADV

Supportive Dean

Colleagues who mentor

Including Advisors with colleges (at times)

**Valued Elements at the Campus Level Include:**

CAS

Open door policy of some administrators 2

Support for student travel

Opportunity for input on Vice-Chancellor, Dean searches

Pay raises

Graduate school

Mentoring Jr. faculty

Research office 2

Dorms, Parking garage, science building, Barnes & Noble

COB

None -5

Highlighting student successes is good

FC's efforts to develop policies and procedures for important decision-making processes

New research and service awards are pluses if given fairly

Growing in an orderly fashion

Decisions are communicated to faculty

IT help is good

Teaching and research awards

COE

No formal support system in place

None – 3

Local research support – 3

Diversity initiatives

Much less support here than Tampa

Internal grants

SACS

Control over admissions and registration

Library improvement

Seems to be more decisions being made in St. Pete

Organization into colleges

VCAA search – both good and bad, but the right idea

Faculty Council

Selection of outstanding administrators

LIB/ADV

None 3

Research Office 1

**Deans/Other Administrators Actions Appreciated:**

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### CAS

Greater emphasis on recruiting females  
Emphasis on self-governance  
Dean Gave support in issue with Tampa  
A good dean – did great with limited resources

### COB

None – 5  
Efforts to improve workload, committee participation, pay increase  
New COB mission, atmosphere of trust, appreciation of the accomplishments of faculty  
Teaching and research awards  
The vigorous push for autonomy  
Dean has tried to raise money and is active in community  
*Negative comments:*  
Administration has not offered any substantive support  
Plenty of window-dressing exists  
Dean does not promote an environment where faculty can flourish  
Dean and administrators make all the decisions behind closed doors

### COE

Informational meetings – 3  
None – 3  
Few – 2  
Welcoming, inclusive attitude  
Seeking grants for student scholarships -2  
Mentoring non-tenured faculty – 2  
Most have been weak  
Do not appreciate Dean's need for control – 3  
Support for new ideas/initiatives – 3  
E-mails for updates and feedback  
Little action of consequence  
Encouragement to meet community around St. Pete  
Organization of the college attending to policy and procedures  
Support of research  
TAC program, seminar series  
Forming an administrative council by the Dean

### LIB

Establishment of research/service awards  
Thinking outside the box in COB  
None 1

## AREAS OF NEED

### Specific Changes/Additions Suggested to Enhance Faculty Productivity and Achieve Work Goals

#### CAS

Need to build on intellectual community

Do not disparage the past – the campus had “community”

Faculty council needs to exercise independence – don't be an arm of the administration

Have some faculty only retreats sponsored by the FC – leave administrators home

More research support - 2

Work on building community

More travel money for both old and new faculty – faculty development budgets value service

Reinstitute the Monday night lecture series – sure this was a program of the past administration, but it was excellent!

Have some information data blitzes, where faculty members present (in 5 minutes) bits of what they are doing

Need a van for field trips

Reduce teaching loads – too much expected of junior faculty

Improve classrooms – they are lousy – catch up with SPC

Secretarial support 4

Grant support

More student assistants

Be equitable in releases – new faculty get all the benefits – old faculty get the work – very unfair treatment – hell to be an old timer here

Insure a 2- 2 load as standard if we are Research I, in fact rather than fantasy

More resources to support faculty

#### COB

None -2

Reduction of teaching loads -2

Colleges need to assure there is an environment of true academic freedom – there should be no retribution for a divergence of opinion

Review all college documents regarding the powers of deans

Lack of academic freedom and faculty governance in COB

Support faculty research with funds

Provide Teaching Assistants and Research Assistants

Work needs to be equally distributed – some faculty do little research or service – too many free-riders

A tighter formula is needed to ascertain the contributions of faculty – for example, new preps require a great deal of time but get little weight – single authorships are given same value as fourth authors on this campus

Some faculty are highly active in service in order to gain authority and push their own agendas – not the institution's

General grading guidelines, use of blackboard, scantron

Suggestions from experienced faculty – for junior faculty/adjuncts

Feedback from adjuncts on how we're doing

Departments are needed

Eliminate uncompensated administrative work foisted upon faculty

Let Dean's do their job – support them against Tampa

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## COE

More collaboration with Tampa – we're not Research I without the faculty there  
Promote more involvement of St. Pete faculty on doctoral committees – hard to be a research I with no doctoral experience  
Better technology in classrooms, especially off campus  
Equitable summer assignments – maybe 1 course for every faculty member is equitable – maybe not  
Faculty council needs to be given more power  
Creation of student learning outcomes  
Supporting/encouraging total faculty involvement  
Let faculty do their work – spread service responsibility more evenly  
Standardization of policies and procedures  
More continuity of Faculty Council from year to year  
More authority to the faculty  
Stop the “fraudulent search” processes – if the chancellor wants her own V.C.A.A. – then appoint don't search  
Trust the faculty  
Greater contact by faculty with administration (e-news is very impersonal)  
More students  
If we're Research I, we need to be given more time for research – 2  
Recruit full-time grad students for research  
Create an office for grants and research support and technical assistance  
Graduate assistants – 4  
More summer employment – give research support pay -3  
Openness about decision-making  
Tell how faculty assignments are made  
Align research expectations with available resources, load assignments and service (saying we're Research I does not make it so...And, do we want to be a little Tampa?)  
Greater control over personal computer, e.g. Windows ID & Password  
Need department chairs – select from existing faculty  
Remove the roadblock to technology  
Rewrite MOA with Tampa separate

## LIB/ADV

More Technology Support  
Increase in support staff  
Give credit to past administrators  
More competitive salaries  
Let advisors serve on FC  
Get rid of bureaucracy

## **Top Issues Faculty Council Should Address in 2005-06**

## CAS

Advocate for support staff  
Track administrative decisions  
Feedback to faculty about Dean's evaluations  
Grant more faculty to those colleges that teach & provide service  
Convince top administrators that our opinions count  
Stop the “we tell all” faculty meetings – breast beating of top administrators

Foster more collegiality – scrap the bureaucracy  
Better technology – ask faculty for their ideas  
Campus-wide mentoring of new faculty  
Give teaching value- publication is weighted way too heavily  
Move the administration – influence it more – right now it looks like it's controlling the FC  
Establish standards for scholarship – then see that it is rewarded  
Change the image by Tampa that we're just a junior college  
Hire more senior faculty

#### COB

Protecting faculty – academic freedom  
Supporting summer employment/teaching  
Focus on protecting academic freedom in the colleges and university  
College governance documents should be consistent  
Continue to develop strong policies and procedures for decision making  
Continue on securing a “voice” for the faculty in the governance process – at the campus  
and the college level  
Parking – a gold space should be a 24-hour space!  
Ensuring faculty governance and academic freedom in the COB  
Secure support for faculty research  
A fair formula for assessing contributions in teaching, research and service  
A standard introduction to USFSP materials/functions web-site – something  
More mentoring of junior faculty  
Development departments  
Greater accessibility to the upper administration  
Push for greater autonomy  
Stop political BS from the top

#### COE

More research time and support -2  
Put in place a program development policy  
Argue for graduate research assistants – 3  
Clarify policies and procedures  
Better relationship between faculty and COE Dean  
Increase effort for shared governance  
Advocate for more technology support – 2  
Faculty development for promotion and tenure  
Faculty driven technology plan  
Promote more summer employment – 3  
Build respect for senior faculty  
More support for tenure track people's research  
More credit for service since it impacts productivity  
Advocate for a true equal opportunity office and officers  
Concerns of faculty and staff should be addressed by a neutral 3<sup>rd</sup> party  
Assist the administration in respecting our history instead of destroying it  
Better communications from upper administration – they appear to be a “closed club”  
with their own axes to grind  
Broaden representation on Faculty Council  
Better grant support after - you get them  
MAC support  
Look at summer class loads – some too large  
Promulgation of St. Pete procedures in HR, Student Affairs, etc.



More uniform governance documents across campus  
Advocate for two-two as base load  
Clarification for grade appeals and for what happens if an "I" is not removed  
(consistency)  
Student recruitment  
Building capacity for large grants  
More stress on shared governance  
Broaden Faculty Council representation  
Faculty needs more authority regarding searches  
Give feedback on evaluation of administrators  
Secure doctoral programs

LIB/ADV  
Support COB Dean

# EVALUATION OF FACULTY COUNCIL & ITS COMMITTEES

**1. ( With 1 being “Completely Aware” and 4 being “Not At All Aware”)  
Faculty Level of Awareness of what’s happening in :**

**Individual College Council**

Overall Average: 2.22

CAS

4,2,2,2,3,3,2,4,4,4,3 = 3 avg.

COB

3,1,2,2,2,4,1,4,1,4 = 2.4 avg.

COE

2,3,2,2,2,1,2,1,2,1,2,3,2,3,2,4,1,2,2,3,1,1,1 = 1.96 avg.

LIB

1,2,1,2, = 1.5 avg.

**USFSP Faculty Council**

Overall Average: 2.43

CAS

2,2,3,3,2,2,2,2,4,3,1 = 2.36 avg.

COB

2,2,2,2,4,2,4,2,4 = 2.67 avg.

COE

1,3,2,2,2,2,2,4,1,3,2,2,2,2,3,2,2,2,2,2,1,3,3 = 2.17 avg.

LIB

1,3,2,4 = 2.5 avg.

**2. Do you currently serve on any of the six Faculty Council Committees?**

	YES	NO
CAS	4	7
COB	3	8
COE	4	19
LIB/ADV	3	1
TOTAL	14	35

**3. Are Faculty aware of these committees' actions and activities?**

	YES	NO
CAS	6	5
COB	5	4
COE	12	11
LIB/ADV	3	1
TOTAL	26	21

**4. Do Faculty read Faculty Council Meeting Minutes that are posted on the Website?**

	YES	Sometimes	NO
CAS	6		5
COB	8		2
COE	13		10
LIB/ADV		2	2
TOTAL	27	2	19

**5. How effectively has individual's College Council represented their interests and concerns?**

	Good	Fair	Poor	Don't Know
CAS		4		6
COB	1	6	2	3
COE	13	2	1	7
LIB/ADV	1	1		1
TOTAL	15	13	3	17

**6. Individual College Representative to Faculty Council :  
Level of communication about major issues and decisions of Faculty Council.**

	Good	Fair	Poor	Don't Know
CAS	1	5		4
COB	3	2	2	3
COE	11	6	2	4
LIB/ADV	2			1
TOTAL	17	13	4	12

**7. How well did the Faculty Council meet its stated goals**

**As Principle Advisory body on Academic Matters**

	Good	Fair	Poor	Don't Know
CAS		2	1	8
COB	2	1		7
COE	7	3		13
LIB/ADV	2			1

TOTAL	11	6	1	29
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**In Regard to Shared Governance**

	Good	Fair	Poor	Don't Know
CAS		1	3	7
COB	1	2	2	5
COE	2	2	6	12
LIB/ADV			2	
TOTAL	3	5	13	24

**8. How well were faculty's issues of concern communicated to administration?**

	Good	Fair	Poor	Don't Know
CAS		3		7
COB		3	1	6
COE	7	3	1	9
LIB/ADV	1	1		
TOTAL	8	10	2	22

**9. Regarding major campus events:**

**How often per semester were they of interest to faculty member?**

	Many	Some	Few	None
CAS	4	7		
COB		6	3	1
COE	8	9	5	1
LIB/ADV	1	2		
TOTAL	9	24	8	2

**Was notice of events received on a timely basis?**

	Yes, Adequate Notice	No, Too Short Notice
CAS	6	6
COB	9	2
COE	20	3
LIB/ADV	1	3
TOTAL	36	14

## FOR FUTURE PLANNING

**10. Should all 3 colleges to meet as a “Faculty of the Whole” to discuss issues and concerns?**

	YES	NO
CAS	10	1
COB	8	2
COE	17	4
LIB/ADV	3	1
TOTAL	38	8

**If so, how frequently?**

	Once per year	Once per Semester	More Often than 1 per semester
CAS	4	6	1
COB	4	4	
COE	5	13	
LIB/ADV	2	1	
TOTAL	15	24	1

**11. Would Individual Faculty Member like to take a more active role in the faculty governance process?**

	YES	NO
CAS	3	7
COB	6	2
COE	9	12
LIB/ADV	2	2
TOTAL	20	23

**12. Suggestions for enhancing the Campus’ sense of community:**

CAS

Faculty as a whole meeting without administration 2

Have meetings where administrators listen – don’t talk

More college level faculty meetings

Dissemination of faculty accomplishments

More beer events/socials 2

More equity in publishing faculty efforts – why only CAS people mentioned as grants recipients – don’t COE or COE get any?

Monitor equality of load assignments, salary adjustments

Treat old and new as equals – 3

Value the past – it got us here

Bring back the Monday night lecture series

Help new faculty and current administrators realize that this university and campus were not created “ex nihiliis” when they arrived

Many old faculty feel dissed – we are living on some really tough sacrifices made by the past administration – it was not a gravy train to become 4year – without that fight we'd be a part of St. Pete college right now  
Top administrators need to quit bragging about themselves – need to support us  
Let the veterans help the “newbies”  
Improve tenure to non-tenure ratio

#### COB

None -3

Less honoring of boards and others out of the everyday loop and more honoring of the faculty – the workhorses of this place

Less pomp – more circumstance by upper administration

Review the decade 1992-2002 – we had “community” – you have a definition/model

Encourage faculty get-together's

Bring back some of the events that made this campus environment unique – we've lost much more than a good leader since 2002

For faculty to engage what needs to happen is that administration supports faculty initiatives

A first Friday mixer each month with wine, nibbles in a relaxed atmosphere

Fewer committees

#### COE

Revisit vision statement

More transparency in decision-making

Better communication from upper administration

Build trust between faculty and administration

Communicate (over and over if necessary – to be sure everyone is reached)

Make sure that administrators' actions foster the feelings of value in faculty

Stop making the original faculty feel second class

None – 8

Might be good to know what Tampa's real plans are for this campus

Have events like Final Fridays – but not on Friday afternoons – faculty will not attend

Faculty lectures on their research

Respect and honor people's varying talents and contributions to the campus

Meet as a faculty alone with food

Give the faculty some power – too much top-down decision making

More events by faculty for faculty

The Mark Durand surprise event was nice

Send minutes directly to faculty

Recruit more students – compete with SPC – MARKET this campus

Communicate before – not after things happen or as they happen

Faculty Council hosted meetings with faculty on important issues

#### LIB/ADV

Give credit to past administrators whose shoulders we now stand on – this campus didn't just start with Wilcox or White

More cross-campus communication

Town Hall meetings without administrators

Appreciate and value campus traditions more

### **13. Suggestions for improving faculty governance process in your college**

#### CAS

Give feedback on evaluation of Deans – why evaluate them?  
Administration needs to give more authority to faculty  
FC meet once a semester with faculty to cite issues/decisions  
Develop faculty as a community – like Bayboro in the 90's  
Become more proactive – take a stand for the faculty  
Make learning fun – play music in halls at 10 a.m./3 p.m. for example  
Wish it could be more like it was in late 90's  
Develop real departments

#### COB

None – 3  
Spell out policies and procedures – provide to faculty via website, have Dean and his Associate Dean aware of them and then follow them  
Revise the college governance document to give faculty greater say in matters vital to the academy  
Campus administrators should honor recommendations of faculty, not just the administration  
Replace Dean and other administrators in COB  
We need shared governance – self-governance of/by faculty  
We need to focus on scholarship and increased research  
Need a grievance process in college. Intimidation by tenured faculty can encumber the academic process  
Let Dean do his job

#### COE

None – 11  
More communication  
Faculty voices need to be heard and appropriate action taken by administration  
Senior faculty must assume a more active role  
Constitution should be reviewed  
Exclude Dean from council meetings  
Better communication to entire faculty  
Dean needs to advocate for good things – not succumb to upper administration all the time  
Remove fear of reprisals  
Stop putting so much weight on publishing – we are not Tampa – have no doctoral programs  
College council should be more than a rubber stamp or advisory committee – Dean should be excluded  
College council needs to keep trying  
Streamline the process of the various committees/Councils so that faculty is informed of goings-on  
More feedback to college faculty by representative  
Dean needs to delegate – have more trust that faculty will do their jobs right  
More authority to the college council – dean shouldn't run it

#### LIB/ADV

Let Advisors serve on FC  
More town hall meetings without administrators

Appears excellent

**14. Suggestions for improving faculty governance process campus-wide**

CAS

7 None's

Need to work on communications first

Survey was a good start

COB

None – 4

See “community” statement in #12

New VCAA needs to monitor colleges closely to assure that faculty input is desired and respected

Stated in # 7

Faculty governance is non-existent in COB

Shared governance of self-governance of faculty please

(Have Jamie lead this – he knows what it is)

Improve website – sometimes difficult to find documents on the site – links should be more intuitive

The website needs some work@ Navigation is difficult

Let the campus control its own destiny

COE

None – 12

Upload meeting minutes on a timely basis

Revisit the “confidentiality” issue for internet-based evaluations of administrators – Dean does not take criticism well

Review constitution

Promote the UFF

Support the Faculty Council members – they put in a lot of time

More “real” shared governance

People need to be professional – when told about current rules, and not “kill the messenger”

Communicate goals of Faculty Council

Give the Faculty Council more authority for decisions – is it governance or advice?

Better communication

LIB/ADV

Experiment with campus governance

Fewer committees

Greater representation of all groups

**15. What is your career track?**

	<b>Tenured</b>	<b>Non-Tenured</b>	<b>Unknown</b>
CAS	2	9	
COB	5	5	
COE	8	12	2
LIB/ADV		4	
TOTAL	15	30	2