5. The Senate has been effective in developing shared governance policies and procedures in the following areas. (Note: At Michigan Technological University, the faculty, staff, and the administration should participate cooperatively in developing policies for governance of the University. Effective governance is a product of trust and shared responsibility.)

e) Other (please specify)

Syllabi

There is too much effort at establishing one-size-fits policies by the senate that are ignorant of how academic units must operate.

6. The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

e) Other (please specify)

Child care! The Senate studies the issue, but nothing changes

The Senate needs to do a much better job of advocating for appropriate faculty/student ratios! Too many departments in the College of Engineering have such a severe shortage of faculty that the ratios might put our accreditation in danger.

17. How can the Senate better meet your needs?

Send routine emails linking to agenda in advance of Wed meetings, and to minutes after meetings. Provide survey assessing administration by the Senate and for the Senate

The DEI debacle last year was very dispiriting. I wish the Senate would keep out of it and leave it to administration as a shared governance plan. It was very heavy handed.

Stop virtue signaling and do your job. As much as I do not care about racial issues, I think these things make a person feel like they are doing something, while benefits and salary are left to administration. Use of university financial and other resources is left to admin. While the admin plays with our future, the senate is fiddling.

Zoom is only an effective tool when highspeed internet is available. The university and senate should be advocating for internet service in the broader community - not just the towns and Houghton.

Have more senators who can represent the Tech aspects of Michigan Tech

The Senate should focus on updating policies for faculty and staff. The current process gives significant veto power to the eldest and loudest faculty who are holding onto outdated, exclusionary practices. Michigan Tech is behind in adapting people and family friendlier policies so we can recruit and retain talented faculty and staff. The current process only allows incremental changes, which are not responsive enough to market needs for Michigan Tech to remain competitive.

don't waste time changing class starting times. spend time reducing paperwork and administrative burdens on faculty

Current administration does not care about shared governance. The Senate should become a more effective voice of the faculty.

Stop spending time and resources on pursuing one-sided political agendas, concentrate on real important issues such as graduate certificate, academic programs, P&T extensions, etc.   The senate should become an example of integrity and honesty (unlike it had been last year).

Having a large, official meeting outside of working hours is hostile against work-life balance. It makes it much harder to find volunteers to be on the Senate. At least with Zoom, it increases the chances that someone can assist with child-care at home, eat dinner, etc. while attending the meeting. Ideally, it just be during normal business hours so this wasn't a problem. No matter when it is held, Zoom gives senators the option to work from home and avoid time commuting.

Stop with all the political posturing, e.g., BLM.

Focus on the matters that are germain to the senate and stay out of politics. The foolish, plaigarized proposals in response to last year's political demonstration was a huge wate of resources that solved absolutely nothing.

Change the time of the meeting.

It would be helpful to offer more campus forums, or open Q&A sessions regarding new Senate proposals, and to see that feedback received at these events are taken into consideration in future versions of the proposal. Alternatively, or additionally, it would be helpful to offer an online system for faculty and staff to submit feedback on different proposals outside of attending Senate meetings or going through the assigned Senator.

I find the Senate to be similar to a student council in a high school. The administration uses the Senate to perpetuate an illusion of shared governance. The Senate has no power and, because it is coopted by the administration actually is an negative for faculty and staff. The administration is very effective at

causing the Senate to become distracted chasing hot button topics of insignificant importance...while we see a slow decay in the quality of work life here (salary, benefits, and working conditions).

If the Senate met at a different time (for instance, during the 12-1 lunch hour), I could attend, and it would better meet my needs.

I think the Senate has done a great job this past year of dealing with a contentious and challenging series of events. I have been proud to see the faculty senate emerge as a vocal counterweight to the very silent administration. I have spent more time this year following senate activities in part because of the range of issues on the table, and also because the zoom meeting platform has allowed me to view from home and/or at a later time, because the meetings happen during time I normally spend with my children/family. I hope the senate will keep pushing the administration this year to be more open and transparent in their operations, to include more faculty at the table when decisions are made, and to actually LISTEN TO and ACT ON faculty and staff concerns, instead of half-listening and then doing what they want. PLEASE KEEP ADVOCATING FOR ALL OF OUR GOOD.

Stop the bickering and sarcasm during Senate meetings. Personal attacks (especially on TT faculty) look childish and immature. Respect one another, even when you disagree. The Senate has been an embarrassment for the past two years. Partisan politics needs to stop. Focus on the issues, and quit alienating everyone who holds different perspectives.

Spend less time making rules that increase the work load that are, in fact, somebody's pet project. E.g., why so much detailed legislation about syllabi? Did anyone really see the huge time investment per course for Quality Matters rubric enforcement?

Focus on the budget and the fact that departments are lossing faculty despite growing enrollment while the bloated administration continues to grow. Focus on proposals with specific goals instead of resolutions that add to rhetoric and build divisiveness. Discuss issues openly on the Senate floor instead of deciding what should pass in the executive committee and then trying to bring a one sided argument to the Senate.

Don't be such obstructionist and seemly always oppose administration policies. They are not evil; they are looking out for us, and the Senate consuming a lot of their energy is not good for the institution. Stay out of social issues. I don't agree with the vocal minority and senate leadership should know the pulse of the campus. Faculty who are actually doing all 5 phases of their jobs (teaching, getting funding, advising graduate students, publishing, and service) should be the primary constituency as they are doing the university's work. Think about the faculty who spend a lot of time on senate issues. Are they doing the university's work on the first 4 facets of their job? To serve the STUDENTS, faculty need to do their WHOLE job to support the mission of the university.

By ceasing to be. The past 12 months the Senate reflected an absolute abuse of power. It has shown itself wholly in capable of hearing viewpoints that do not agree with the cultural sensitivies of the day.

Including direct verbal abuse of sitting senators in the conduct of their business.   It neither listens nor cares about its constituents.

Represent academic needs not administrative duties.

The Senate is working really hard especially in the last year and a half. Keep up the work fighting for DEI issues please. I think communication is good. I often think that I would be happy to attend Senate meetings and express my voice when needed, but I usually don't know what's coming to the floor until afterwards. If there are times when the Senate needs faculty voices, let us know and I imagine many faculty would speak up more.

Focus on issues that matter. Changing the time that classes start was a waste of time and money (that was not forecasted). This change is unnecessarily disruptive for faculty with children and teach 8am classes!   Meet during the day to attract senators. Long evening meetings are the reason that I am not a senator.

I applaud the senators trying to hold our administrators accountable to more and better transparency of process, but shared governance at MTU is a joke.   The witch hunt undertaken by university admin last year after the Senate bravely articulated the need for anti-racist leadership on our campus is a perfect example of the joke of shared governance here. Individual faculty and staff were targeted for the writing the resolution, and then others have been targeted for supporting it or supporting the students who spoke up about their experiences. Even individuals' private social media posts have been monitored and staff/faculty silenced by admin when critiquing the lack of meaningful action on this campus.   Zoom was useful during the pandemic, but it is very disempowering. We need to be able to see each other and sit and be with one another in support of different resolutions on campus. I want to be able to see the speakers. Imagine if we'd all been able to sit together last year wearing rainbow colors in solidarity for DEI on our campus and calling for anti-racism leadership -- that would have been powerful! We need to be in person, together. Shifting to all Zoom in non-pandemic times is only a way for the admin to continue to disempower us.   I appreciate being able to access the meeting recordings and notes; however, I do wish my senators gave me more feedback on what was happening on meetings I cannot attend or head's up about what is going on at upcoming meetings so I know it's important to attend.

Clearer proposals that focus on one issue at a time. Occasionally there are proposals that focus on too many things at once and they are difficult to understand.

Stop using the senate as a personal political forum.   For the last two years the senate has created division and discord on campus for the sake of virtue signalling, imposed policies that create incredible burdens on faculty and staff in the academic units with no improvement in instruction or scholarly output, and failed to educate the board of control against unreasonable requests and requirements for faculty.

The Senate only represents me on academic-type issues. It does not (and should not) represent me on employment-related matters. There is no collective agreement which means the Senate is fooling themselves if they believe in the notion of shared governance at Michigan Tech.

Focus on campus related issues (specially use of resources and effectively engaging in selecting top administrators) instead of getting involved in nation wide political issues

By applying a scientific/design oriented mindset to proposals that affect instructors and students.

18. How can this questionnaire be improved?

Add a section addressing the resolutions that the Senate passed. Add a section addressing the unprofessional behavior of the Senate. I assume because of the small scope of these questions that you have no interest in getting true feedback on the Senate. I for one, will have nothing to do with this organization again.

Proabably should have asked about the role of senate in DEI discussion how to improve process for DEI shared governance

The questionnaire is just fine. But, it would be wonderful if the Senate would advocate for a university-wide Qualtrics license. It is ridiculous that we have individual units paying for survey software that should be available for everyone as a standard research and assessment tool.

It asks superficial questions and limits the depth of responses.

It is fine as is.

Use qualtrics and be clear how you intend to use the data and why.

Question 14 must have the write-in option (I would prefer it to be the only option). The three topics included allow for too much interpretation (e.g. shared governance). This is deceitful.

Some additional open-ended questions for qualitative responses would be helpful. Perhaps work with some of the qualitative data experts we have on campus.

Provide examples of different proposals targeted at the three areas (promotion, university resources, and shared governance).

There could be more context for the questions -- wasn't there a recent renaming of the Senate from Faculty Senate to University Senate?

You should add a question about Tone, Respect, and Approachability both in communications with Senators (aka REPRESENTATIVES) and interactions during Senate meetings. The overall climate within the Senate has been appalling. Real leadership begins with the Executive Committee.

When asked for what the senate should spend its time one, there were three choices that did not encompass the full range of senate obligations. That list could be more specific and more inclusive of all things the senate needs/can address.

Address the comments I make in question 17. Don't be such obstructionist and seemly always oppose administration policies. They are not evil; they are looking out for us, and the Senate consuming a lot of their energy is not good for the institution. Stay out of social issues. I don't agree with the vocal minority and senate leadership should know the pulse of the campus. Faculty who are actually doing all 5 phases of their jobs (teaching, getting funding, advising graduate students, publishing, and service) should be the primary constituency as they are doing the university's work. Think about the faculty who spend a lot of time on senate issues. Are they doing the university's work on the first 4 facets of their job? To serve the STUDENTS, faculty need to do their WHOLE job to support the mission of the university.

By giving me a box for strongly, strongly, strongly disagree for almost every quesion.

Seems fine.

Well, there could have been a question in there about whether or not it was an effective use of Senate and University resources to try to turn us into Oberlin College or Evergreen State College. I did not see this as a choice for prioritization of Senate efforts in Question 14, for example.

It answered negatively on some questions not because the Senate is not trying, but because the admin on this campus are preventing meaningful action and standing in the way.

Can you expand upon some of the definitions - "shared governance" for example. Also, some questions are focused primarily on faculty, but staff should also be included (e.g., priority question of senate)