

2020-22 Senate Self-Evaluation

Presentation of Results

Senate Meeting #671

2-March, 2022

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**Michigan
Technological**
University

Acknowledgements

APC Committee Members:

- Rick Berkey, Co-Chair (MMET/Enterprise Program)
- Jon Sticklen, Co-Chair (Eng. Fundamentals)
- Radwin Askari (GMES)
- Paul Doskey (CFRES)
- Susie Kilpela (VPA)

University Senate:

- Ashley Buchanan

University Senate Constituency:

- All who provided their input!

Senate Self-Evaluation Overview

Senate Procedure 508.1.1

- Senate self-evaluation every other year
- Coordinated by APC
- Goal: continuous improvement of Senate processes, priorities, communications

2020-22 Survey Timing:

- Finalized: Spring 2021
- Distributed/Open: Oct. 4, 2021
 - Anonymous responses
- Closed: Oct. 15, 2021
- Results summarized and presented: March 2, 2022
 - Compile and present faculty and staff results separately
 - Posted on Senate website: <https://www.mtu.edu/senate/evaluations/self/>

Responses & Response Rates

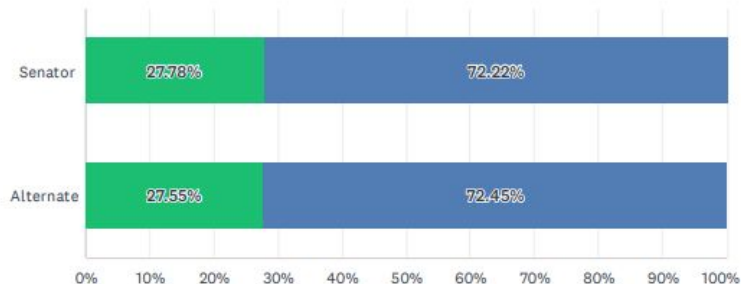
	Faculty	Staff	Total
Eligible constituents	442	638	1080
Completed responses	113	144	257
Response rate	25.6%	22.6%	23.8%

- Total responses **33% lower** than previous self-evaluation

Q2 Have you ever served on the Senate?

Faculty

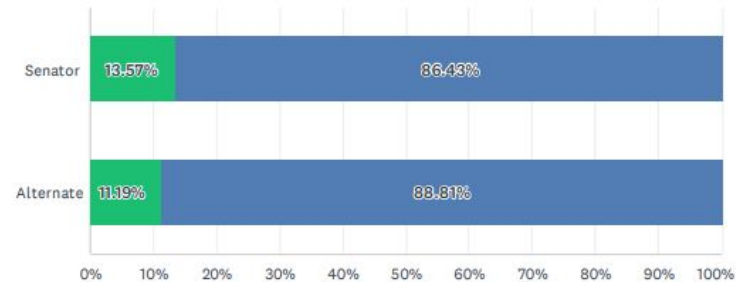
Answered: 113 Skipped: 0



Yes No

Staff

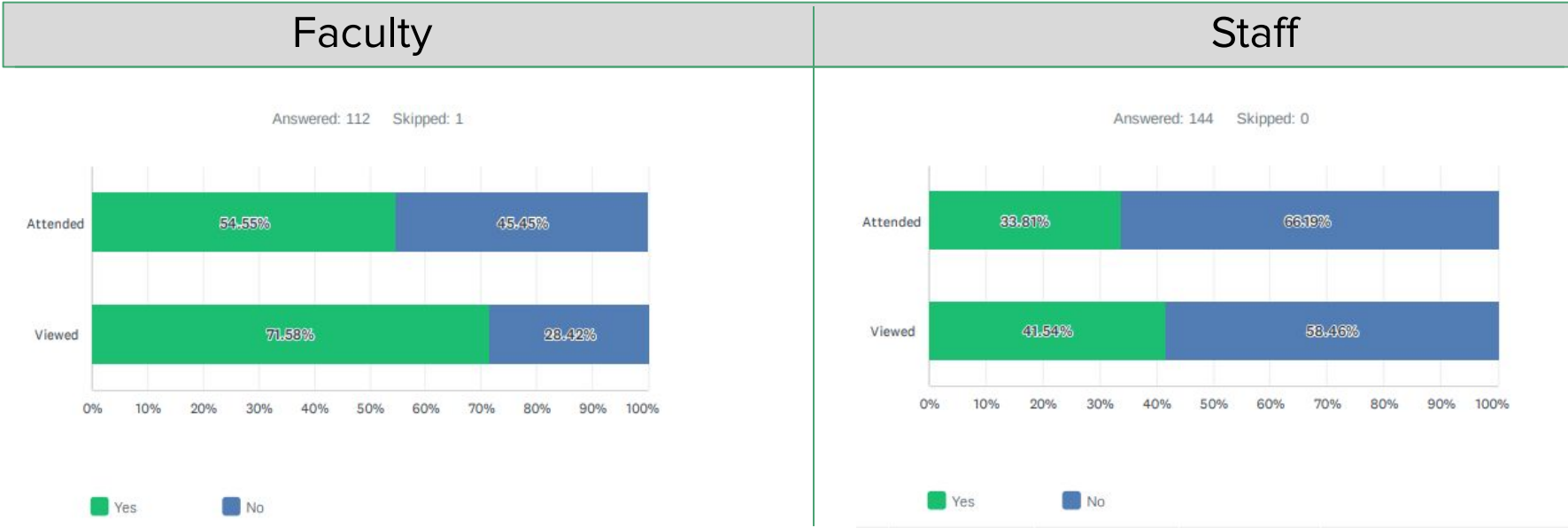
Answered: 144 Skipped: 0



Yes No

- High percentage have NOT served...opportunity to increase engagement with Senate

Q3 Have you ever attended or viewed a Senate meeting?

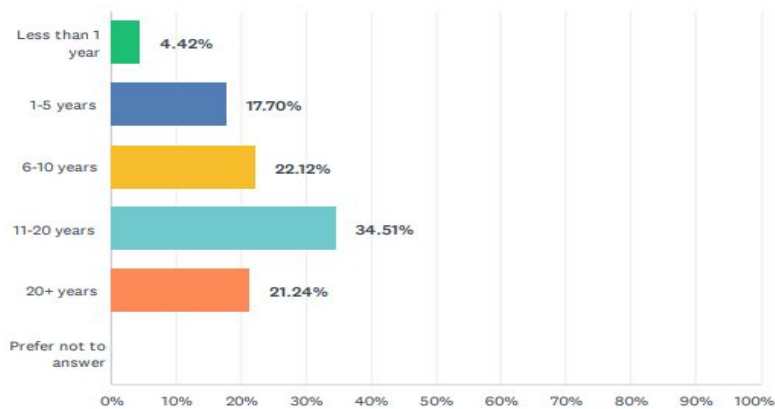


- Zoom/recordings enabling more engagement

Q4 How long have you been at Michigan Tech?

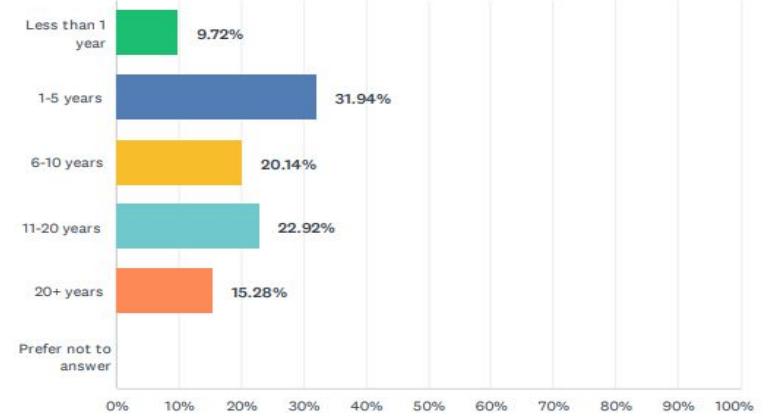
Faculty

Answered: 113 Skipped: 0



Staff

Answered: 144 Skipped: 0

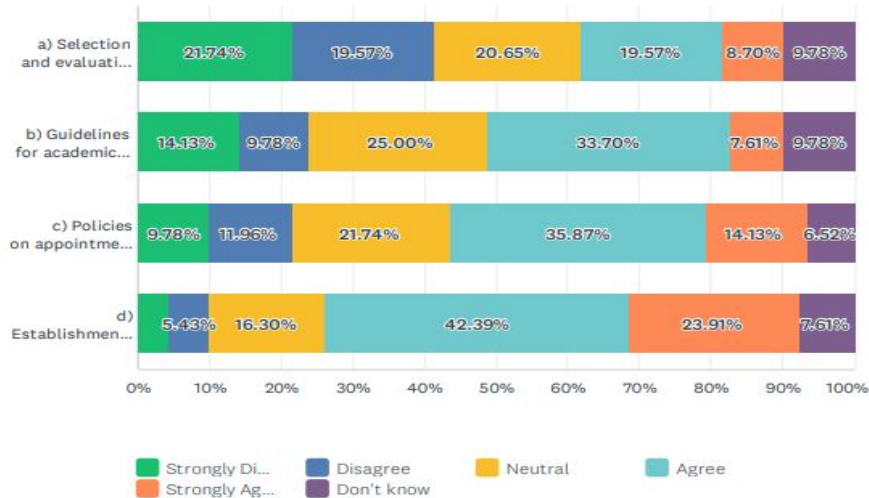


- Faculty: 45% 0-10 yrs, 55% > 11 years
- Staff: 40% 5 yrs or less

Q5 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.)

Faculty

Answered: 92 Skipped: 21



- a) Admin selection/evaluation: **28% agree****
- b) Guidelines for unit charters: **41% agree**
- c) Policies on faculty appt, promotion, tenure: **50% agree**
- d) Establishment, dissolution, changes in degree programs: **66% agree****

Written comments-

-Concerns about one-size fits all approaches to policies

Q5 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.)

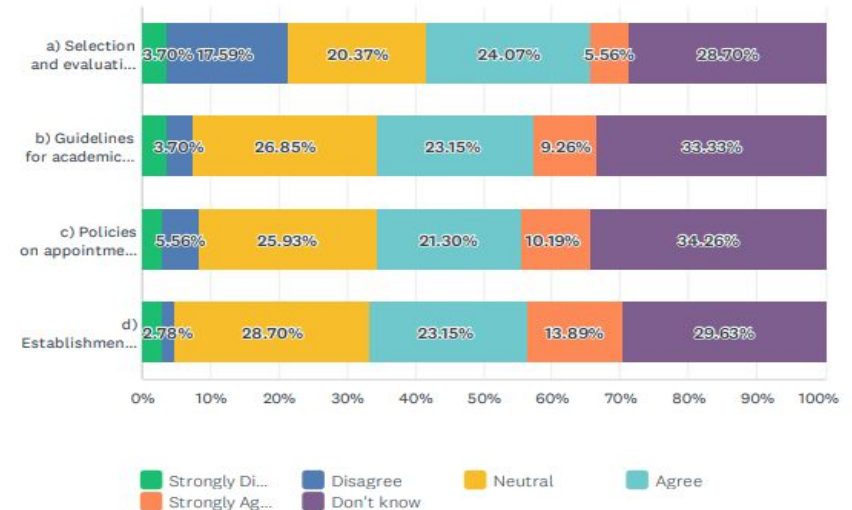
- a) Admin selection/evaluation: **29% agree**
- b) Guidelines for unit charters: **32% agree**
- c) Policies on faculty appt, promotion, tenure: **31% agree**
- d) Establishment, dissolution, changes in degree programs: **37% agree**
****29-34% don't know****

Written comments-

-Concerns about staff representation, changes in retirement benefits

Staff

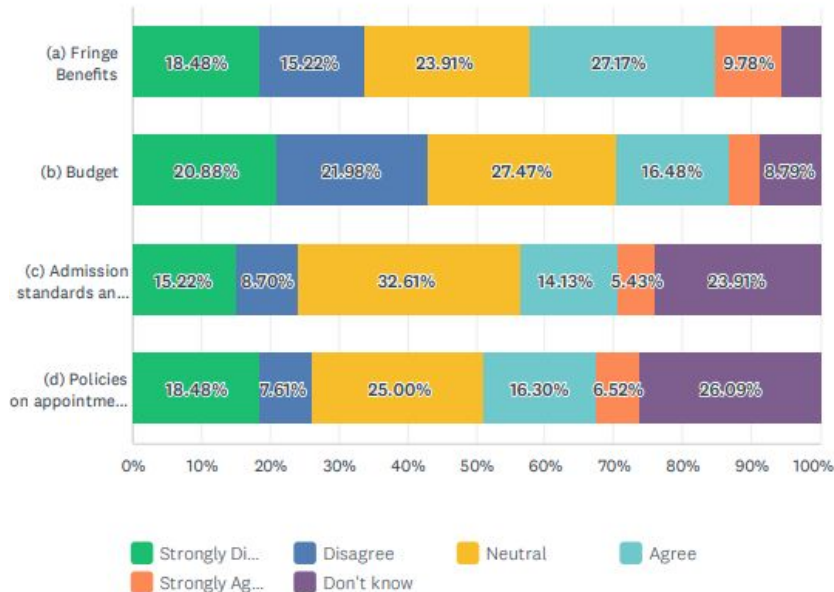
Answered: 108 Skipped: 36



Q6 The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

Faculty

Answered: 92 Skipped: 21



- a) Fringe benefits: **faculty split on this**
- b) Budget: **21% agree****
- c) Admissions standards: **24% don't know**
- d) Policies on appt and promotion of professional staff: **26% don't know**

Written comments-

-Concerns about childcare, faculty shortages (student/faculty ratios)

Q6 The Senate is effective in reflecting your concerns regarding the use of University resources in the following areas:

- a) Fringe benefits: **37% agree**
- b) Budget: **17% agree***
- c) Admissions standards: **mostly neutral/don't know**
- d) Policies on appt and promotion of professional staff: **15% agree****

19-31% don't know

Written comments-

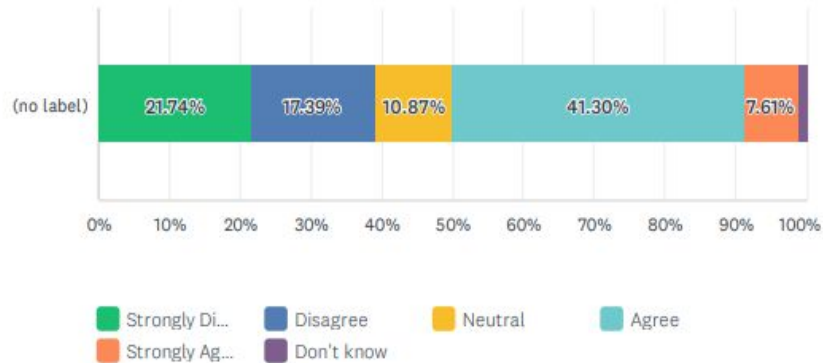
-Concerns about parking fees, raises/cost of living increases, sense of belonging for remote staff



Q7 The Senate has been effective in communicating with you the issues that impact you.

Faculty

Answered: 92 Skipped: 21



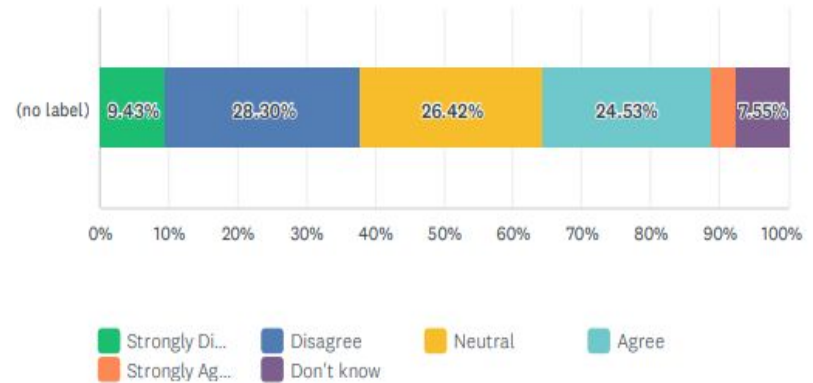
- Slightly favorable (49% agree, 39% disagree)

Q7 The Senate has been effective in communicating with you the issues that impact you.

- Generally disagree (28% agree, 38% disagree)

Staff

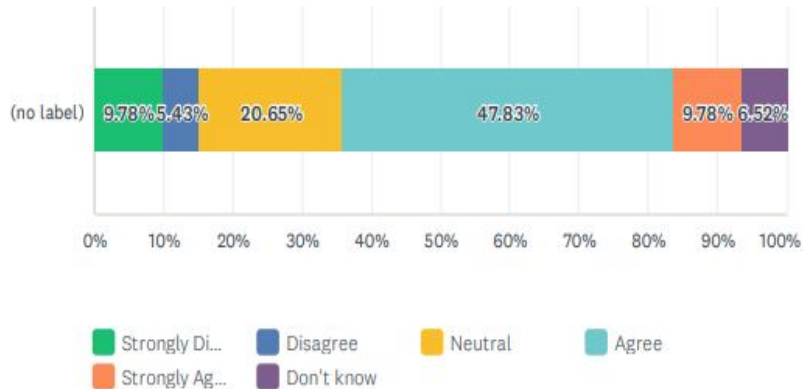
Answered: 106 Skipped: 38



Q8 The Senate has provided appropriate input to your unit regarding proposals submitted to it.

Faculty

Answered: 92 Skipped: 21



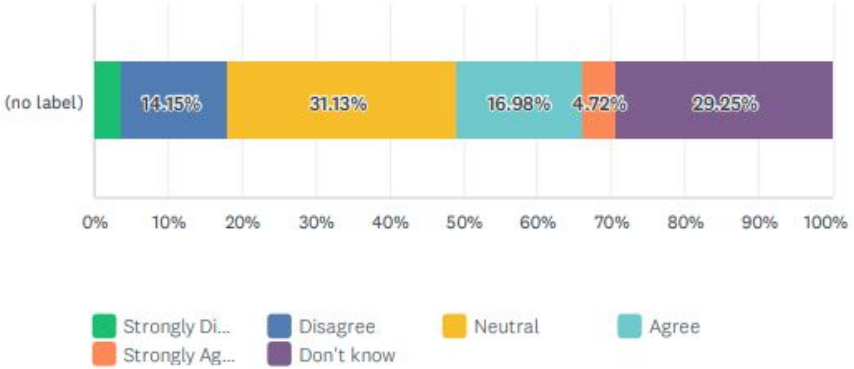
- Generally agree

Q8 The Senate has provided appropriate input to your unit regarding proposals submitted to it.

- Generally split, high % of “don’t know” (29%)

Staff

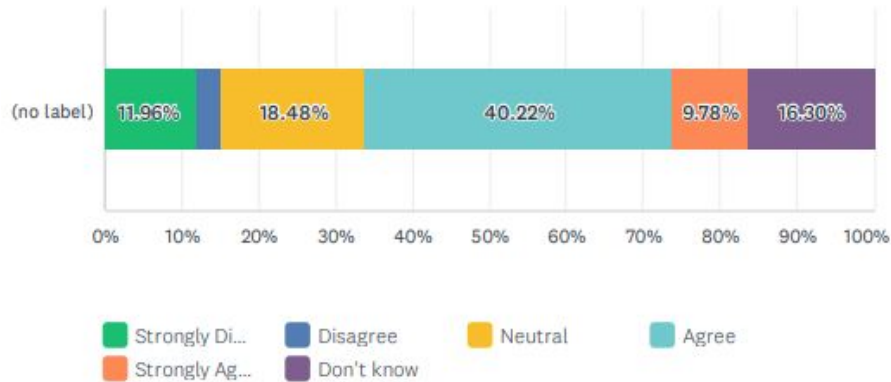
Answered: 106 Skipped: 38



Q9 The Senate has acted in a timely manner on proposals submitted by your unit.

Faculty

Answered: 92 Skipped: 21



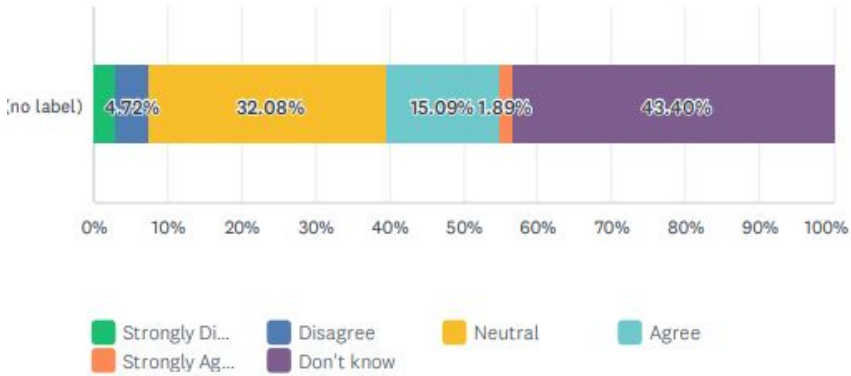
- Generally positive, 16% “don’t know”

Q9 The Senate has acted in a timely manner on proposals submitted by your unit.

- 75% neutral or don't know**

Staff

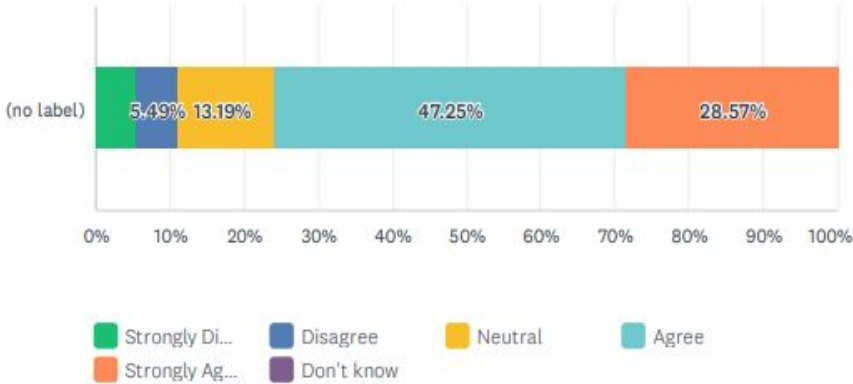
Answered: 106 Skipped: 38



Q10 Your senator keeps you informed about the issues considered by the Senate.

Faculty

Answered: 91 Skipped: 22



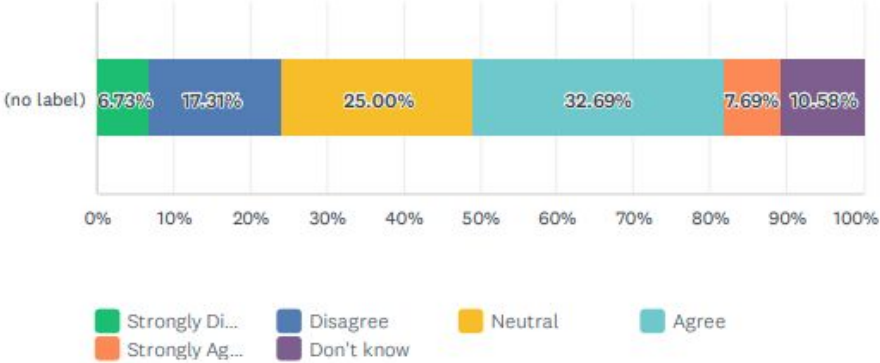
- 76% agree - kudos to Senators!**

Q10 Your senator keeps you informed about the issues considered by the Senate.

- Generally neutral/agree, not as positive as faculty

Staff

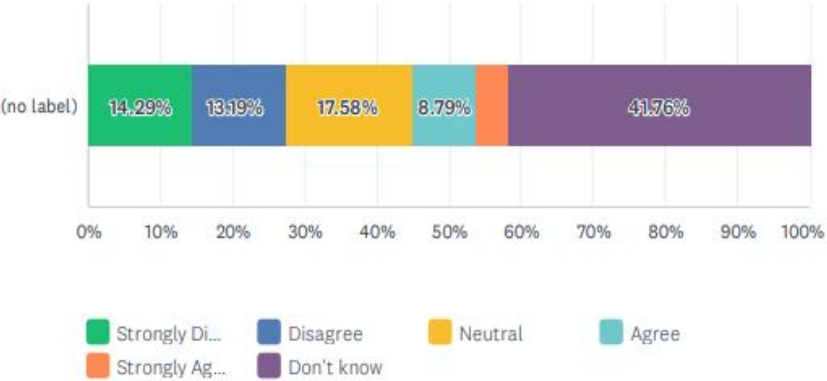
Answered: 104 Skipped: 40



Q11 The Senate is an effective body in representing professional staff.

Faculty

Answered: 91 Skipped: 22



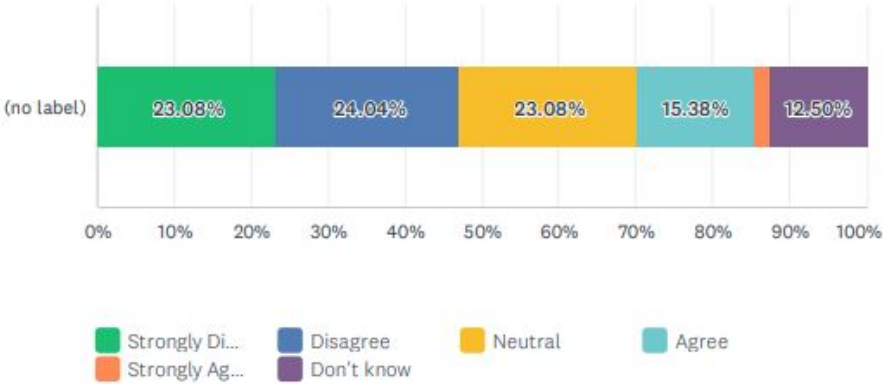
- 42% don't know**

Q11 The Senate is an effective body in representing professional staff.

- 17% agree, 47% disagree**

Staff

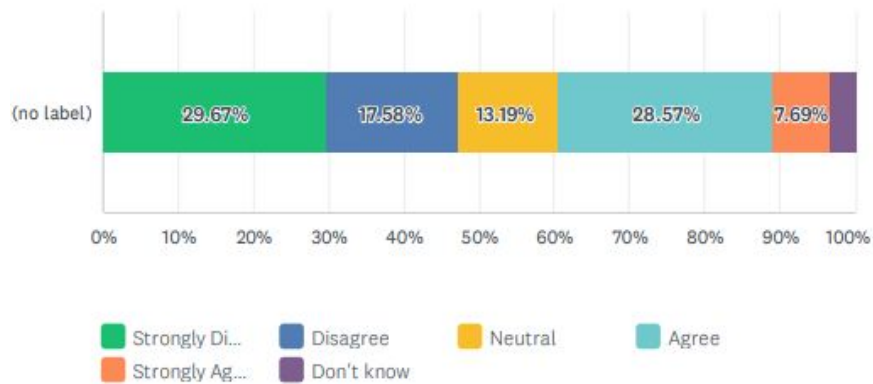
Answered: 104 Skipped: 40



Q12 The Senate is an effective body in representing faculty.

Faculty

Answered: 91 Skipped: 22



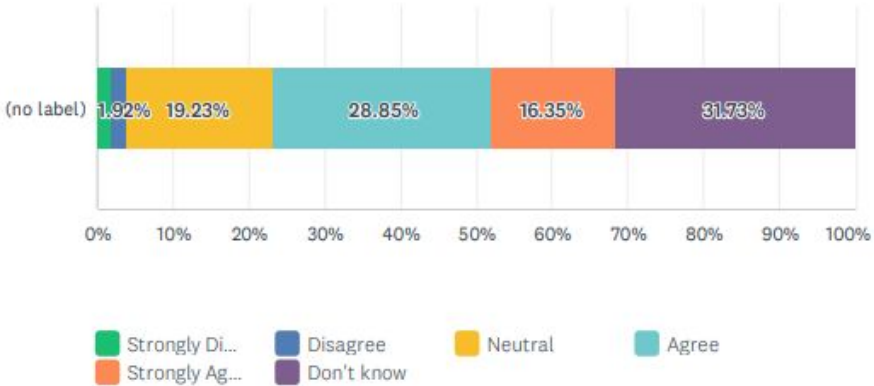
- 36% agree, 47% disagree**

Q12 The Senate is an effective body in representing faculty.

- 45% agree, 31% don't know**

Staff

Answered: 104 Skipped: 40



Q13 Rate the most effective way the Senate can communicate with you.

Faculty and Staff agree on preferred forms of communication:

1. Email
2. Tech Today
3. Campus Forums
- ~~4. Social media~~
- ~~5. Paper mail~~

Q14 Prioritize the kind of proposals the Senate should spend more time on.

Faculty

Answered: 87 Skipped: 26



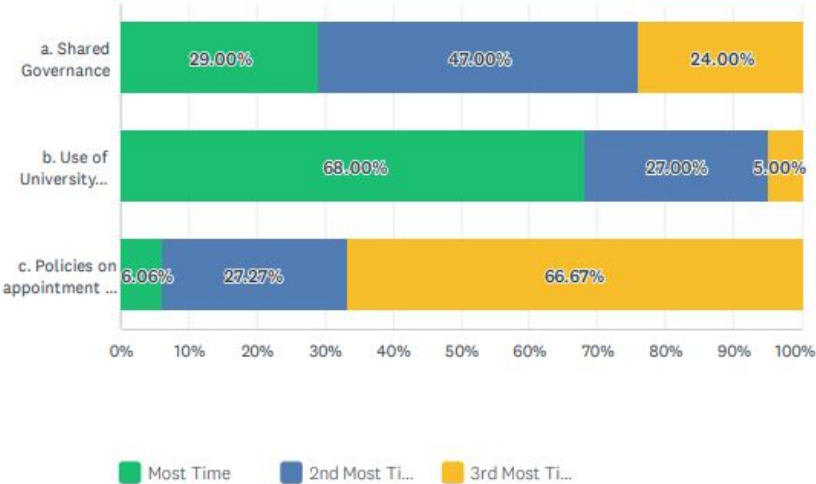
1. Shared governance**
2. University resources
3. Faculty appt, P&T

Q14 Prioritize the kind of proposals the Senate should spend more time on.

- 1. University resources**
 - 2. Shared governance
 - 3. Faculty appt, P&T
- (1&2 flipped vs. faculty responses)

Staff

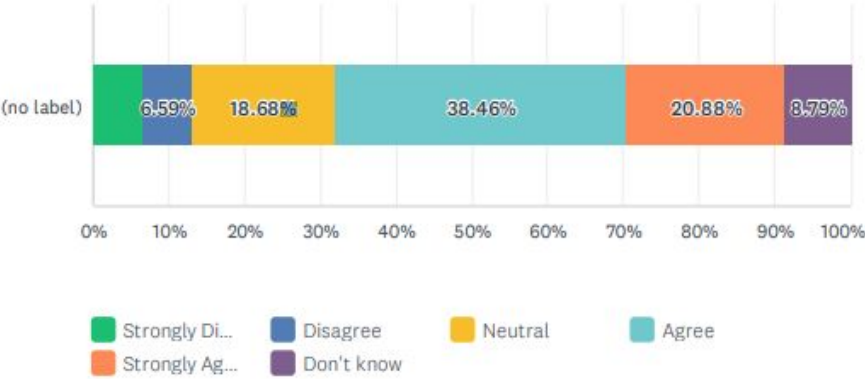
Answered: 100 Skipped: 44



Q15 The Zoom platform has had a positive effect on campus and public engagement with the Senate.

Faculty

Answered: 91 Skipped: 22



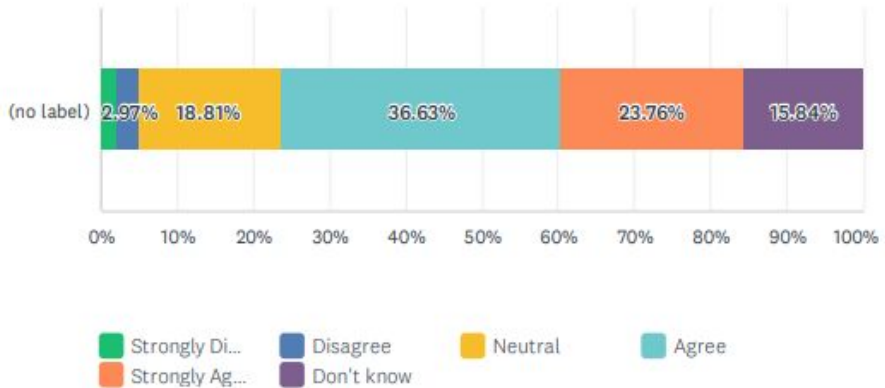
- 59% agree**

Q15 The Zoom platform has had a positive effect on campus and public engagement with the Senate.

- 60% agree**

Staff

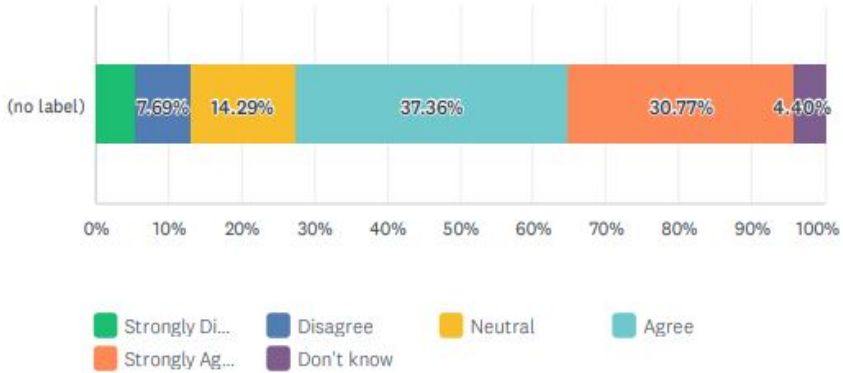
Answered: 101 Skipped: 43



Q16 The Senate should retain the Zoom/internet meeting platform even after we are able to meet in person.

Faculty

Answered: 91 Skipped: 22



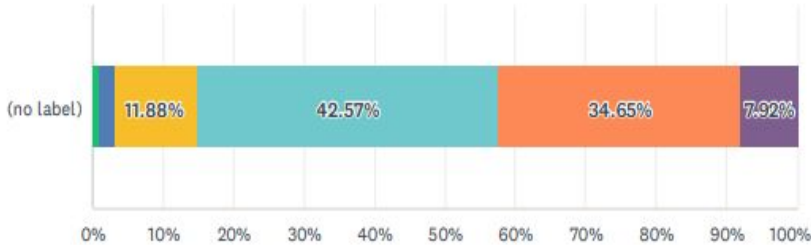
- 68% agree**

Q16 The Senate should retain the Zoom/internet meeting platform even after we are able to meet in person.

- 77% agree**

Staff

Answered: 101 Skipped: 43



Q17 How can the Senate better meet your needs?

Themes - Faculty Comments

- Shared governance at MTU - concerns
- Senate scope/focus - should/should not be involved with, priority on academic needs
- Politics and division
- More focused proposals
- Change meeting time

Themes - Staff Comments

- Senate is for faculty, not staff
- Concerns about work environment, longer hours, staff pay, benefits
- Lack of awareness of what Senate is/does
- Senate scope / focus
- Politics and division
- Clearly shape expectations, scope, shared governance
- Reject mandates (vaccines)
- Change meeting time

Q18 How can this questionnaire be improved?

Themes - Faculty Comments

- Add sections on Senate resolutions passed, Senate behavior
- University Qualtrics license - vs individual units paying for licenses
- Q14 as a write-in option only, or at least more choices than listed now
- Definition of shared governance

Themes - Staff Comments

- Send out info about Senate - who, what, impact on campus
- More open comments to clarify
- Shared governance definition
- More questions on staff priorities, targeted specifically to staff vs faculty
- Question about resolution outcomes/success



Questions

Thank you!
