

5-17-2000

SR-99-00-40 FPC

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**FACULTY PERSONNEL COMMITTEE
RECOMMENDATION**

SR-99-00-40 (FPC)

Recommends the following:

1. That the Faculty Senate distribute the accompanying Faculty Personnel Committee questionnaire and the summarized responses of CTC faculty, staff, and administrators to the CTC faculty, staff, administration, President Dan Angel, and Vice President Sarah Denman.
2. Together with a neutral outside mediator selected by the Faculty Senate with the approval of the President, that "round table" discussion open to all Community & Technical College faculty, staff, and administrators be scheduled to address concerns and promote healing.
3. That the Faculty Personnel Committee conduct a follow-up assessment by the end of the 2000 - 2001 academic year to gauge response to faculty, staff, and administrative concerns, and distribute the results to the Faculty Senate.

RATIONALE: It is the position of the Faculty Personnel Committee that the quality of CTC student's education will be compromised unless these concerns are addressed. Moreover, it is the strong position of the committee that regularly scheduled meetings take place to ensure ongoing open communication.

FACULTY SENATE PRESIDENT:

APPROVED: Donna Donathau DATE: 5/17/00

DISAPPROVED: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: _____ DATE: _____

DISAPPROVED: Dan Angel DATE: 6/2/00

COMMENTS:

SEE ATTACHED.

THE FACULTY PERSONELL COMMITTEE IS ASSESSING THE DEGREE OF SATISFACTION AMONG THE COMMUNITY & TECHNICAL COLLEGE FACULTY. IN ORDER TO BETTER ADDRESS THE NEEDS OF THE CTC PLEASE RESPOND TO THE FOLLOWING QUESTIONAIRRE. IDENTITY OF RESPONDANTS TO THE QUESTIONAIRRE WILL BE CONFIDENTIAL. WE HOPE THAT YOU WILL GIVE YOUR MOST HONEST AND CANDID ANSWERS. PLEASE RETURN THE QUESTIONAIRRE TO STEVE HALL, AT SMITH MUSIC HALL 310, BY MARCH 17, 2000.

PLEASE CIRCLE THE NUMBER THAT CLOSELY RESEMBLES YOUR OPINION.

1=STRONGLY AGREE; 2=AGREE; 3=NEUTRAL; 4=DISAGREE; 5 = STRONGLY DISAGREE

- | | | | | | |
|--|---|---|---|---|---|
| 1. I am satisfied with the CTC working environment. | 1 | 2 | 3 | 4 | 5 |
| 2. I have input into decisions directly affecting faculty. | 1 | 2 | 3 | 4 | 5 |
| 3. I have input into decisions affecting students (such as curriculum, governance. policies, etc). | 1 | 2 | 3 | 4 | 5 |
| 4. Hiring practices are based on fair and equal consideration of candidates. | 1 | 2 | 3 | 4 | 5 |
| 5. Positions are created and filled based on needs of students and curriculum. | 1 | 2 | 3 | 4 | 5 |
| 6. Retention and promotion of faculty are based on fair and equitable practices. | 1 | 2 | 3 | 4 | 5 |
| 7. I am familiar with and have a copy of my job description. | 1 | 2 | 3 | 4 | 5 |
| 8. I have easy access to my personnel file. | 1 | 2 | 3 | 4 | 5 |
| 9. I am confident that my persohnel file is accurate and current. | 1 | 2 | 3 | 4 | 5 |
| 10. I am treated fairly and with respect; and my opinion my opinions are important to colleagues and administration. | 1 | 2 | 3 | 4 | 5 |

Your position in your department is: faculty staff administrative

Comments:

RESULTS OF CTC SATISFACTION QUESTIONNAIRE

**TABLE 1 COMBINED CTC PERSONEL (FACULTY, STAFF & ADMINISTRATION)
(TOTAL RESPONDENTS: N=32)**

1=STRONGLY AGREE; 2=AGREE; 3=NEUTRAL; 4=DISAGREE; 5=STRONGLY DISAGREE

ITEM	1=SA	2=A	3=N	4=D	5=SD	TOTAL NUMBER/ MEAN
1. I am satisfied with the CTC working environment.	N=3 10%	N=9 30%	N=1 3%	N=3 10%	N=14 46%	N=30 M=4.0
2. I have input into decisions directly affecting faculty.	N=5 17%	N=5 17%	N=5 17%	N=1 3%	N=13 45%	N=29 M=3.4
3. I have input into decisions affecting students (such as curriculum, governance, policies, etc.)	N=8 28%	N=4 14%	N=6 21%	N=3 10%	N=8 28%	N=29 M=3.0
4. Hiring practices are based on fair and equal consideration of candidates.	N=6 19%	N=5 10%	N=5 16%	N=3 9%	N=13 40%	N=32 M=3.3
5. Positions are created and filled based on needs of students and curriculum.	N=7 23%	N=4 13%	N=11 33%	N=1 3%	N=8 26%	N=31 M=3.0
6. Retention and promotion of faculty are based on fair and equitable practices.	N=7 23%	N=4 13%	N=8 27%	N=3 10%	N=8 27%	N=30 M=3.0
7. I am familiar with and have a copy of my job description.	N=10 34%	N=4 14%	N=5 17%	N=1 3%	N=9 31%	N=29 M=3.0
8. I have easy access to my personnel file.	N=9 29%	N=6 19%	N=9 28%	N=3 9%	N=5 16%	N=32 M=2.3
9. I am confident that my personnel file is accurate and current.	N=10 32%	N=4 13%	N=11 35%	N=1 3%	N=5 16%	N=31 M=3.0
10. I am treated fairly and with respect; and have my opinions are important to colleagues and administration.	N=7 26%	N=4 15%	N=2 7%	N=5 19%	N=9 33%	N=27 M=3.0

TABLE 11 CTC FACULTY (TOTAL RESPONDENTS: N=25)

1=STRONGLY AGREE; 2=AGREE; 3=NEUTRAL; 4=DISAGREE; 5=STRONGLY DISAGREE

<i>ITEM</i>	<i>1-SA</i>	<i>2-A</i>	<i>3-N</i>	<i>4-D</i>	<i>5-SD</i>	<i>TOTAL NUMBER/ MEAN</i>
1. I am satisfied with the CTC working environment.	N=1 4%	N=8 32%	N=1 4%	N=3 12%	N=12 48%	N=25 M=4.0
2. I have input into decisions directly affecting faculty.	N=3 12%	N=5 21%	N=3 12%	N=1 4%	N=12 50%	N=24 M=4.0
3. I have input into decisions affecting students (such as curriculum, governance, policies, etc.)	N=6 25%	N=4 16%	N=5 21%	N=3 13%	N=6 25%	N=24 M=3.0
4. Hiring practices are based on fair and equal consideration of candidates.	N=3 12%	N=4 16%	N=5 20%	N=3 12%	N=10 40%	N=25 M=4.0
5. Positions are created and filled based on needs of students and curriculum.	N=3 13%	N=4 16%	N=10 42%	N=1 4%	N=6 25%	N=24 M=3.1
6. Retention and promotion of faculty are based on fair and equitable practices.	N=5 20%	N=4 16%	N=6 24%	N=2 8%	N=8 32%	N=25 M=3.0
7. I am familiar with and have a copy of my job description.	N=7 29%	N=4 17%	N=5 21%	N=2 8%	N=6 25%	N=24 M=3.0
8. I have easy access to my personnel file.	N=5 20%	N=6 24%	N=7 28%	N=2 8%	N=5 20%	N=25 M=3.0
9. I am confident that my personnel file is accurate and current.	N=7 28%	N=3 12%	N=10 40%	N=1 4%	N=4 20%	N=25 M=3.0
10. I am treated fairly and with respect; and have my opinions are important to colleagues and administration.	N=7 28%	N=5 20%	N=2 8%	N=5 20%	N=6 24%	N=25 M=3.0

TABLE III. CTC STAFF (TOTAL RESPONDENTS: N=5)

1=STRONGLY AGREE; 2=AGREE; 3=NEUTRAL; 4=DISAGREE; 5=STRONGLY DISAGREE

ITEM	1=SA	2=A	3=N	4=D	5=SD	TOTAL NUMBER/ MEAN
1. I am satisfied with the CTC working environment.	0	N=1 25%	0	0	N=3 75%	N=4 M=4.25
2. I have input into decisions directly affecting faculty.	0	0	N=2 66%	0	N=1 33%	N=3 M=3.6
3. I have input into decisions affecting students (such as curriculum, governance, policies, etc.)	0	0	N=1 33%	0	N=2 66%	N=3 M=4.3
4. Hiring practices are based on fair and equal consideration of candidates.	N=1 20%	N=1 20%	0	0	N=3 60%	N=5 M=3.6
5. Positions are created and filled based on needs of students and curriculum.	N=2 40%	0	N=1 20%	0	N=2 40%	N=5 M=3.0
6. Retention and promotion of faculty are based on fair and equitable practices.	0	0	N=2 66%	0	N=1 33%	N=3 M=3.6
7. I am familiar with and have a copy of my job description.	N=1 20%	0	0	N=1 20%	N=3 60%	N=5 M=4.0
8. I have easy access to my personnel file.	N=1 20%	0	N=1 20%	N=2 40%	N=1 20%	N=5 M=3.4
9. I am confident that my personnel file is accurate and current.	N=1 20%	N=1 20%	0	N=1 20%	N=2 40%	N=5 M=3.2
10. I am treated fairly and with respect; and have my opinions are important to colleagues and administration.	N=1 20%	0	0	N=1 20%	N=3 60%	N=5 M=4.0

TABLE IV. CTC ADMINISTRATION (TOTAL RESPONDENTS: N=2)

1=STRONGLY AGREE; 2=AGREE; 3=NEUTRAL; 4=DISAGREE; 5=STRONGLY DISAGREE

<i>ITEM</i>	<i>1=SA</i>	<i>2=A</i>	<i>3=N</i>	<i>4=D</i>	<i>5=SD</i>	<i>TOTAL NUMBER/ MEAN</i>
1. I am satisfied with the CTC working environment.	N=2 100%	0	0	0	0	N=2 M=1.0
2. I have input into decisions directly affecting faculty.	N=2 100%	0	0	0	0	N=2 M=1.0
3. I have input into decisions affecting students (such as curriculum, governance, policies, etc.)	N=2 100%	0	0	0	0	N=2 M=1.0
4. Hiring practices are based on fair and equal consideration of candidates.	N=2 100%	0	0	0	0	N=2 M=1.0
5. Positions are created and filled based on needs of students and curriculum.	N=2 100%	0	0	0	0	N=2 M=1.0
6. Retention and promotion of faculty are based on fair and equitable practices.	N=2 100%	0	0	0	0	N=2 M=1.0
7. I am familiar with and have a copy of my job description.	N=2 100%	0	0	0	0	N=2 M=1.0
8. I have easy access to my personnel file.	N=2 100%	0	0	0	0	N=2 M=1.0
9. I am confident that my personnel file is accurate and current.	N=2 100%	0	0	0	0	N=2 M=1.0
10. I am treated fairly and with respect; and have my opinions are important to colleagues and administration.	N=2 100%	0	0	0	0	N=2 M=1.0

CTC SATISFACTION QUESTIONNAIRE COMMENTS

1. I am satisfied with the CTC working environment.

Some folks are terribly negative at the moment, but despite these, it is a cordial, polite environment and people interact professionally.

2. I have input into decisions directly affecting faculty.

Sometimes but not always.

Never!

3. I have input into decisions affecting students (such as curriculum, governance, policies, etc).

Sometimes.

Several questions here.

4. Hiring practices are based on fair and equal consideration of candidates.

Positions are created and filled without notification.

Sometimes

It depends.

Is there a number higher on your scale?

5. Positions are created and filled based on needs of students and curriculum.

Ultimately everything we should do has this at the center-students

Sometimes

6. Retention and promotion of faculty are based on fair and equitable practices.

Two questions in one.

7. I am familiar with and have a copy of my job description.

Two questions in one.

We now have a job description. This did not surface until November.

8. I have easy access to my personnel file.

We can review our file with the provost and secretary.

9. I am confident that my personnel file is accurate and current.

I assume so – I haven't checked lately
However I need to look at this to be sure.

10. I am treated fairly and with respect; and my opinions are important to colleagues and administration.

Two questions in one.

Is anyone's opinion always agreed to or considered even important to every colleague?
Absolutely not. All decisions are made by provost, assistant provost and division chair.

GENERAL COMMENTS:

I can think of many ways this questionnaire could have been done, but I appreciate your effort. Thanks for accepting this a bit late, but Friday got away from me.

The majority of the problems in the CTC can be traced directly to an assistant provost who was appointed to the position.

Nothing is put in writing other than reprimands for breaking rules no one knows about.

There are attempts (fortunately unsuccessful) to pit faculty against faculty.

Thank you for your interest and concern by CC. I'm sorry, I thought I had already mailed this.

We do not have written policies regarding work procedures, office hours, etc.

We do not receive positive feedback or encouragement.

Management is very top down. No faculty influence.

My chair is fair and supportive. There is no contact between me and anyone above my chair.

We have & continue to be treated as "less than" the rest of the university. Moreover, our own administration operates under a very top-down system of management. We have waited 1 ½ years to even begin a search for a new provost. Our assistant provost was appointed to this position (with no faculty input) by an acting provost. Prior to that, several years earlier, the above mentioned assistant provost was appointed to a Dean's position (again, with no faculty input) by the same above mentioned acting provost. People are hand picked for hiring committees. Our morale is so, very low & has been for years. The response by the above mentioned provost is "oh well morale has always been bad." We are routinely told if we don't like it we can leave. We beg to be empowered and appreciated.

When will you have the results? Who will have access to them? Can we see the final results?

Problems are: Dr. Hayes, Linda Wilkinson, & Carol Perry.

The climate of the community and technical college will never change until we have an administrative house cleaning.

There is a very cold mistrust between faculty & administration. Faculty has negligible input, there is no communication on key issues & faculty members are treated poorly, and inequitably. It makes me miserable to work in this environment!

The communication between faculty and administration is not good. For the most part, I believe that we are seen in a negative way = faculty do not work hard enough, faculty are complainers, etc. Communication has seriously deteriorated in the last two years, in my opinion. This worries and bothers me very much