

“Open Discussion of Faculty Climate Survey Results”

CSM Faculty Forum
September 24, 4p.m.



Senate Actions: Spring 2014

- Faculty Climate Survey (Feb-Apr)
- Teaching faculty recommendations
- Mentorship recommendations
- Faculty “helpdesk” created

Senate Actions: Fall 2014

- Climate survey analysis & follow-up survey disseminated
- Meetings with president, and some BOT representatives, deans, faculty, and department heads
- Faculty Forum

Upcoming Senate Actions

- Proposal to president to improve faculty climate & enhance accountability and collaboration
- Meetings w/ VPs, deans, DHDDs, and president
- Senate private meeting with full BOT at Oct 31 meeting (to be confirmed)
- Additional Faculty forum (date TBA)

Today's Forum

- Brief overview of Climate Survey
- Focus on proposals for actions to:
 - restore faculty morale
 - enhance accountability and collaboration
 - improve workload and support

Survey Overview

- Origins/purpose:
 - inform work on teaching faculty, mentorship, and P&T
 - broader insights into campus climate
 - modeled after Boston University survey
 - developed and implemented by Faculty Senate

Survey Overview

- Survey open Feb-Apr 2014
 - ~185 responses
 - ~ $\frac{3}{4}$ of the faculty
 - 311 written comments

Most Salient Concerns

- Morale and retention
- Decision-making and workplace climate
- Workload and support

Satisfaction and Retention

- Overall, how satisfied are you being a faculty member at CSM?
 - 35% dissatisfied
 - 56% satisfied
 - 9% neutral
- In the next three years, how likely are you to leave (or try to leave) CSM?
 - 38% likely
 - 38% unlikely
 - 24% neutral

Dissatisfaction highest among:

- Tenured faculty:
 - 47% dissatisfied (39% satisfied, 14% neutral)
- Women:
 - 44% dissatisfied (46% satisfied, 10% neutral)
- Faculty who have been at CSM 10+ years:
 - 42% dissatisfied (48% satisfied, 10% neutral)

Decision-making at CSM

	Agree or strongly agree	Disagree or strongly disagree	Neutral
Decision-making is collaborative and transparent	11%	71%	17%
Decision-making is efficient	14%	61%	24%
Decision-making is fair	15%	61%	23%
Decision-making reflects sound priorities and relevant data	17%	58%	24%

View of 64 Faculty in Leadership Roles*

Decision-making at CSM:

	Agree or strongly agree	Disagree or strongly disagree	Neutral
...is collaborative and transparent	9%	73%	18%
... is efficient	9%	69%	22%
... is fair	14%	59%	27%
... reflects sound priorities and relevant data	16%	59%	25%

* Department heads, division directors, assistant/associate DHDDs, program/institute directors, other administrative capacities in 2013

Openness / Academic Freedom

I feel comfortable expressing my views openly:

Agree or Strongly Agree	Disagree or strongly disagree	Neutral
49%	38%	12%

Diversity of opinion is respected and valued [at CSM]:

Agree or Strongly Agree	Disagree or strongly disagree	Neutral
26%	45%	30%

Comparing job satisfaction:

- 81% of U.S. employees in 2012*
 - 56% of CSM faculty
- 65% of tenure-line faculty at Boston University's College of Engineering*
 - 47% of CSM tenure-line faculty

• Sources: Society for Human Resource Management, Boston University Faculty Climate Survey 2007.

Why does this matter?

- Yes, the survey isn't perfect.
- But, it says there is a problem on campus.
 - What are costs to innovation, creativity, and productivity?
 - What is impact on our students, alumni, and supporters?

How to move forward?

- How do we fix decision-making on campus?
- How do we improve morale among faculty?
- How do we address workload and support?

➤ **Let's focus on constructive proposals.**

Additional data

- For reference.

RESPONSE TO SURVEY

- 196 total responses
 - ~3/4 of the faculty
 - Not all 50 questions answered by all respondents, but most questions received 175-189 responses
 - All departments represented; 14% did not identify department
 - 62% male; 23% female; 15% did not identify
 - 60% tenure-line; 26% teaching faculty; 6% research faculty
 - 311 written comments

Faculty Values

Top five most important things to faculty:

	Somewhat or very important	Somewhat unimportant or not important	Neutral
Faculty input in decision-making	96%	2%	3%
Academic Freedom	94%	1%	5%
Teaching undergraduate students	91%	3%	5%
Open environment for discussing differing ideas	87%	2%	11%
Conducting research / scholarship	85%	6%	6%

Positive Results

- High-levels of interdisciplinary collaboration
- Faculty strongly value teaching at both undergraduate and graduate levels (91%/75% view as important, respectively)
- Faculty appreciate benefits; living in the area (top two reasons for staying at CSM)
- Some recent initiatives highly valued, e.g. CASA (69% view as important), Writing Center (85% view as important)
- Teaching faculty generally satisfied at CSM (72%)

OPENNESS

Survey reveals wariness about speaking out, being identified:

- 14% did not indicate their department
- 15% did not indicate gender
- 12% did not indicate how long they had been at CSM
- 19% did not indicate race/ethnicity

New faculty:

- Tenure track, untenured:
 - 37% dissatisfied, 61% satisfied, 3% neutral
 - 29% likely to leave or try to leave CSM in next 3 years
- Faculty who have been at CSM 1-3 years:
 - 29% dissatisfied, 65% satisfied, 6% neutral
 - 35% likely to leave or try to leave CSM in next 3 years

Why focus on decision-making?

Those faculty who indicated they were dissatisfied were much more likely to “strongly disagree” that decision-making:

	Dissatisfied faculty / all faculty
... is collaborative and transparent	60% strongly disagree / 39% strongly disagree
... is efficient	52% strongly disagree / 36% strongly disagree
... is fair	55% strongly disagree / 29% strongly disagree
... reflects sound priorities and relevant data	48% strongly disagree / 26% strongly disagree

View of 10 Department Heads / Division Directors

Department heads & Division Directors generally share faculty concerns about decision-making at CSM, in some ways more strongly:

	Agree or strongly agree	Disagree or strongly disagree	Neutral
Decision-making is collaborative and transparent	20%	60%	20%
Decision-making is efficient	20%	80%	10%
Decision-making is fair	20%	50%	30%
Decision-making reflects sound priorities and relevant data	40%	50%	10%

Faculty view of decision-making at departmental level

When asked about decision-making at the departmental level, faculty express fewer concerns:

	Agree or strongly agree	Disagree or strongly disagree	Neutral
Decision-making is collaborative and transparent	44%	34%	20%
Decision-making is efficient	44%	35%	20%
Decision-making is fair	54%	28%	16%
Decision-making reflects sound priorities and relevant data	45%	32%	21%