

Survey Key: ZS85595

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Faculty Senate Survey Nov. 2008

Thank you for your time and for your comments. Have a great Finals Week and a fabulous and safe holiday.

1. Would you support a 1st-day of class attendance policy if one were being proposed (much like the USF 1st-day policy)?

[82] Yes

[5] No

2. Would you support a policy that proposed making MCC campuses "clean air campuses" (non-smoking campuses)?

[69] Yes

[20] No

3. A proposal has been made by the senate board in regards to the Faculty Senate restructuring. The board proposes a President and Vice-President board model where a president and vice-president would run for election as a team (one from Venice and one from Bradenton). Are you in support of this proposal for inclusion in our restructuring plans?

[43] Yes

[42] No

4. Comments or Concerns regarding President and VP proposal?

[I still think the president of senate needs a substantial stipend or release as they must facilitate all things faculty senate, and pick up where there is slack in the new proposed structure of FS.]

[The pres/vp ticket here could lead to the cronyism of the past. Works for pres. of the United States, but I don't think it works at such a small place with a limited number of employees.]

[N/A]

[N/C]

[I prefer the idea that the top vote getter is Pres and the person with the next most votes is VP.]

[I think that the current system of elected president/vice-president plus campus representatives works well. Perhaps the at-large representative could be eliminated.]

[I think voting on President and VP opens the institution up to bureaucracy, and that doesn't necessarily result in the best person for the job. Let's not go backwards after all of the progress we've made over the last decade.]

[I don't see why they have to run as an inseparable team. I would support everyone voting for Pres and the top vote winner would become Pres while the second vote winner would become VP.]

[I am concerned that this "teaming" up may create an imbalance in the faculty senate. Unfortunately, elections for various committees are already controlled by the larger departments. When faculty who are new from smaller departments try to become active and agree to run for office they are "never" elected if not from certain departments. This is a true fact. I have nominated myself each year for various committees to become involved with college affairs as well as improve my chances for promotion, and have never been elected! This becomes very frustrating and quite discouraging. Now it is a challenge to see if I can get elected!]

[Senate members should serve limited terms.]

[I am assuming that each team running for election as P and VP has one member from BC and one from VC...It sounds like a good idea, but I don't remember it being discussed or presented before.]

[None]

[My first instinct was to oppose this idea, but I am coming around to it. I support fostering greater unity among the campuses and I think this model will make that happen.]

[I'm not clear on this. You'd have a P and VP for each campus???]

[Not sure: How would you decide which candidate in the P/VP team comes from which campus?]

[Too few faculty on VC]

[This could create unnecessary alliances and simultaneous divisions between faculty members. You may approve of one faculty member, but not the other]

[availability of pool of talent on south campus]

[Is the President always going to be from BC?]

[I really don't have a strong feeling one way or another.]

[I'm concerned no one will want the positions if we change our current structure.]

[I don't care if we do it that way or not.]

[Seems like it would make it more difficult for meetings, etc.]

[one each from both campuses.]

[too much representation for Venice faculty who are so few it would be disproportionate]

5. The new structure of the senate board was proposed at the senate meeting on FPDD in October. The proposed board would have an elected faculty position from each overall departmental branch of the college (see email for specifics here). Are you in support of this new structure?

[83] Yes

[6] No

6. Are you in support of the proposal that makes the department Chair position a 12 month administrative position without faculty status?

[11] Yes

[69] No

[9] I don't care

7. Would you support a proposal that makes the department Chair position a 12 month administrative-like position WITH faculty status?

[62] Yes

[15] No

[12] I don't care

8. Comments or Concerns regarding the department Chair re-structuring?

[As the college grows and number of students increases, issues arise that need someone in a responsible position year-round. The three deans can't be expected to pick up the slack when Dept. chairs are gone during the summer. This college is no longer a Aug - May institution and administrative levels have to change accordingly.]

[I can see no benefit to the proposed changes to the chair position. Rather, I imagine they will have a highly detrimental effect on the community. Why not keep the position the way it is and have coordinators (faculty with course releases) at each campus? Such is the model at many colleges in our situation. A year is an absurd amount of time to implement and evaluate meaningful change- not to mention the desirability of such a position.]

[The president may want to consider creating an administrative position versus restructuring chair to meet his needs. I do not believe the change is geared at all toward meeting faculty needs, it is all about administrative needs.]

[Department Chairs should retain faculty rank and contract status with teaching duties (one course each per fall and spring semesters) and should be able to step down from the department chair position back into their faculty position when they choose to, their term ends, or the administration chooses to end their term. Faculty members work quite hard to gain their rank and should not be required to forfeit it all in order to try an administrative-LIKE position.]

[Change to admin position would likely lead to dept chairs who are increasingly further and further away from truly understanding faculty issues; this, despite the promise of hiring from current faculty. We need more faculty and faculty support, not less.]

[N/A]

[In our department, most of the advising is done by Program managers, not by the Dept Chair.]

[If a person is hired from outside knowing that there is no tenure involved in the position, great, that's their decision. If a person from within a department wants to try being a chair and after doing so realizes that the job isn't for them, they should be able to return to teaching without having lost tenure.]

[Faculty status is essential to proper academic functioning.]

[It is crucial that the Department Chair remain a member of the faculty and have at least minimal teaching responsibilities -- if a Department Chair does not teach, s/he loses contact with the issues that face both faculty and students. I think a minimum of one class a year is not overwhelming and keeps the department chair in a vital loop. A Department Chair who has an administrative as opposed to a faculty position is no longer a voice for his/her faculty -- s/he is, in fact, the voice of the administration to the faculty.]

[Chairs do need paid summer admin time, and less teaching during their tenure as chair]

[I think to make the Dept. Chair position an administrative position is a HUGE mistake. The connection that person has with the faculty is very significant and the institution loses if we lose that!!]

[Keep it the way it is.]

[I main concern is that the Dept Chair remain faculty and remain as a voice of the faculty to admin.]

[It is critical that the Chair remain as part of the faculty. The college is already top heavy and additional administration is really not needed. I do agree that this position should be made a 12 month position.]

[The position must have administrative authority over the Department. It must not be based on subordinate review, only performance review.]

[People who opt for dept chair position should have the ability to go back to being a faculty member.]

[None]

[If it's necessary. I do wonder if all chairs in all departments need to be 12 month. I also think we should continue with appointment for 3 years at a time approach.]

[The department chair needs faculty status and tenure. I personally prefer that the chair teach at least one class per semester, but I would consider supporting #7 as a compromise. I will NOT support the scenario described in #6 under any circumstances.]

[What about an 11 month position WITH faculty status.]

[If this becomes a 12 month position without faculty status who would want it? And the person that would want it frightens me. I want a chair that is a teacher @ heart with administrative responsibilities. The intermediary between administration and faculty.]

[While I voted no on both 6 and 7, I would be more open to the prospect of #7. #6 is a definite loser, however.]

[A concern I have is that the structure was requested by a specific Department and this may not be the appropriate structure for other departments.]

[Making the position administrative reduces the likelihood of open communication since the chair serves the president...they would be inclined to advance the administrative agenda and not necessarily represent the faculty concerns. The positions should be filled from throughout the campus however, since not every department has the talent pool for effective department chairs. I would also like to see a statement of exactly what the department chair will be held accountable for doing. I would keep the annual reviews and allow for replacement after a two year period instead of a three year period. Three years is a long time to live with an ineffective chairperson.]

[With faculty status should mean they are still teaching. Also mI don't want a new dept chair every year. What's wrong with the 3 year plan?]

[I hope the current chairs have a lot of input into this decision. I like the idea of having SOMEONE here 12 months--but this could also be rotating. Definitely faculty status--something changes when one becomes an administrator--& they lose touch with what it is to teach (like Darlene, for example).]

[would like to take the position but as a tenured professor I will not give up what I worked so hard for!]

[It will be hard to find a dept chair for math, if the person has to give up faculty status.]

[I would prefer taht dept chair maintain faculty, as they may in turn like to go back to faculty. Not everyone likes management once they have tried it.]

[I think that the wording "administrative-like" takes the entire point trying to be made away from the status.]

[I beleive that the Chair position should remain a faculty position with out teaching duties unless the courses are overloads. Also, some of the departments should be made smaller and split up into more appropriate areas.]

[if no 6 above is implemented, then we should lobby for step-increase peer evaluations (by a committee of faculty members), just like we do for promotions.]

[dept chairs must remain faculty if they are to truly represent faculty and not be pressured to toe the administration's line; tenure means independence and no fear of dismissal for not agreeing with the administration; faculty need that balance to stand up for them.]

[I think that it is important that the Chair remain in the classroom, to understand that complexities of teaching today's learners.]

9. Please choose 3 of the following faculty concerns that are most important to you.

- [21] Smoking on campus
- [51] Four day work week
- [58] Flexible office hours
- [5] Disruptive thumping car music on campus
- [37] Sick time policy - Faculty can be scheduled to work 4 hours on a set day yet are docked 7 hours of sick time if a sick day is taken

- [42] A better definition of what constitutes an A, B, or C activity on that portion of annual evaluations
- [10] Parking
- [25] Alt. Cafeteria Options (healthy options like Subway; more hours of operation like b/t 2 and 4; cheaper food options)

10. Are there other faculty concerns that need to be considered at this time? If so, please list them.

[honestly, I don't have any issues with the rest of number 9.]

[My primary concern is with the restructuring of the chair position, which I hope will not come to pass. I also think the 90% student evaluation rate is unreasonable and a threat to academic integrity. I say this as someone who performs at or above that level but finds the requirement unhelpful and needlessly stressful.]

[free tuition for domestic partners]

[This is a comment regarding question 11: The next meeting will conflict with conferences and committee meetings. The survey results and meeting minutes could be sent by email to those who are unable to attend and a meeting in January when we return would be positive as well.]

[Human Resources. Peg serves on WAY too many committees (many of which she is not qualified to serve) and is generally ineffective except when she's being destructive and unprofessional. The HR department has single-handedly undermined employee morale and has often operated in an extremely unprofessional manner. We need new HR!!!!!!]

[N/A]

[The integrity of the college will be compromised if DL courses are not proctored with an ID check. All nationally recognized certification exams are proctored and IDs are required.]

[In regards to the 4 day work week. I do NOT support a plan where there can be no classes or campus activities on Friday. I would like to see a schedule of M/W classes; T/TH classes; and F classes in a longer format. Many faculty and students would not choose the Friday option, but many would. As well, there are departments that cannot function without Fridays.]

[Yes: we need to be more involved in the planning for B.A. degrees. I bet you can guess who I am now!]

[student evaluations - and the power play of this power students have on our careers.]

[Department chair positions General college restructuring Collegial governance Let's get serious here and avoid the trivial stuff like parking!]

[More communication and involvement of full faculty in the activities of the Faculty senate]

[I hate to minimize anyone's concerns, but perhaps we've lost touch a bit. I've been in so many jobs that didn't give a crap about worker concerns (or even ask about the concerns of the workers. I'm I the only person humbled by the opportunity we have

to empower others?]

[Success Rates and student evaluations]

[#9 gives 3 options. I'm also highly concerned about disruptive music & students insisting on IPODS, textmessaging etc.]

[Review of the policy that requires 85% approval rating on student evaluations. Annual evaluation should be based on review of teaching methods, materials and performance by a knowledgeable person such as the department chair. Student evaluations should be used in a prescriptive manner and should be used as a part of the goals and objectives for the faculty member for the coming year.]

[Recognition for formal advisement being done by faculty. Not all faculty are expected to do this and those who do are not recognized nor given credit for doing this.]

[Cafeteria Options (healthy options like Subway; more hours of operation like b/t 2 and 4; cheaper food options)]

[How annual evaluations are used (how success rates are used, etc)]

[No]

[We shouldn't limit faculty concerns to just the top three]

[The space scheduling system should be modernized. If an instructor wishes to use a computer lab, a digital projector, or simply a room with large tables, that instructor should be able to view the available classrooms on campus at that time slot and make a request to the relevant department.]

[I think we should continue to have Faculty Senate meetings on key days when faculty meet such as general faculty meetings and Faculty Professional Development Days.]

[Continue to work on eliminating success rates from faculty evaluation.]

[I think the schedule should be looked at in terms of a flexibility -- not necessarily 4 days a week (though I don't object to this particular configuration). I also don't think it necessarily means we have to eliminate M/W/F classes altogether. We shouldn't have to do 15 office hours on campus, regardless. Most of us work extensively at home, and some work tasks (like grading) can't be efficiently completed in the office (due largely to interruptions).]

[I am still not happy with 75% student satisfaction needed for the faculty with continuing contract.]

[Student evaluations - get rid of them Since when does any other college allow the student to run the business. It should go with the folks that left this college. We need a change]

[Also, smoking on campus.]

[Regarding the "clean air" campus: not allowing students to smoke on campus will drive them off campus during certain hours. We need to keep students on campus as much as possible, not drive them away.]

[How about a faculty meeting where the new vp tells the faculty what his goals and agendas are in the coming year and where we can offer input.]

[I feel like we are too micromanaged. The annual evaluation process with the A,B,C activities is a prime example. Treat us like professionals and let us teach! 10 office hours per week would be plenty.]

[Use of student evaluations in a uniform way (85% approval requirement) is

unreasonable since many fields challenge students in different ways, and student responses to subject matter are different depending on whether you are teaching majors, or gen ed, etc...]

[yes--tying fac. evaluations into step raise--or even the step raise itself--a lot of work & hoopla for a mere \$600/year--is it REALLY worth it?]

[Better delineation of job descriptions. I feel like faculty do an awful lot of secretarial duties, and such menial tasks. That is why I am still here reading this e-mail at almost 10pm!!!!]

[SPD funds have been cut and do not reflect the cost of attending National conferences. Merit increases plus SPD funds still do not add up to the cost of attending national conferences and keeping current with changes in the industry and continued education is costing more than what is given. The incentive is not there when it is not equal to the pay so the program needs to be revamped so that it does not end up costing the instructor more than what is coming in.]

[Yes, faculty pay. The average public school teacher in Sarasota County makes just over \$50,000 per year. That exceeds MCC faculty pay.]

11. We planned to have our next senate meeting on Dec. 5th at 2 p.m. (utilizing rooms on both campuses that are equipped with two-way communication systems) - we are doing our part for the Green Initiative. Please choose one of the following statements regarding this meeting:

- [23] Have the meeting on Dec. 5th as planned
- [33] Have the meeting early in Jan. when we return from break
- [30] Why are we having a meeting? Send the survey results via email.