

FACULTY SENATE
February 17, 2010
346 Leon Johnson
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Bangert, Caton, Chen, Cherry, Fischer, Kaiser, Lansverk, Locke, Lynch, Marshall for D. Weaver, Meade, Neumeier, Osborne, Schachman, Sobek, Sowell, Thompson, Vancoller, Versaevel, Wojtowicz, Yoo for Zhu

Members Absent: Bessen, Ecology, Eiger, Eitle, Fields, Fleck, Frick, Gee, Gerlach, Jacobsen, Lawrence, Livingston, Merzdorf, Mosley, Mokwa, Political Science, Waller

Others Present: Joe Fedock, Chris Fastnow, Paula Lutz

Chair Wes Lynch called the meeting to order at 4:10 PM. A quorum was present.

Announcements –Chair Wes Lynch

- President Cruzado will be attending FS on March 10, 2010. Chair Lynch encouraged FS members to send him questions so he may compile and give them to the President before her visit.
- BoR will be meeting on March 4-5. The four-campus organizational group will meet on March 3 before the official BoR meeting. That afternoon, the “College Now” group will meet to discuss recruiting traditional and non-traditional students.
- Future topics for FS meetings will include expedited tenure review; approval of the last step in the P&T revisions; nominations for chair-elect; Women’s Faculty Caucus and what kind of relationship (voting and issues) FS has with them; in-depth discussion of the role of FS in the union era.

COACHE* Survey – Chris Fastnow

- Background – *The Collaborative on Academic Careers in Higher Education survey is administered out of Harvard and a national survey is conducted every spring. Participants must be pre-tenure faculty who have been at MSU for at least a year, and not in their terminal year of a contract. This survey was initiated by the Advance Grant and was spearheaded by Susan Monahan (and a task force), with the support of the Women’s Faculty Caucus in conjunction with the provost’s office. Peer institutions MSU was compared to were Kansas State University, University of Iowa, University of Illinois, University of Wyoming and Washington State (all 4-year institutions). Surveys are taken every three years, if you subscribe again (\$20,000). By then, changes should be observable.
- 134 faculty participated; 87 responded and represent a higher-than- average of all COACHE institutes which was 59%. Of the 57 of the women in the population, 43 responded (75% response rate); 44 of 77 men responded (57% response rate).
- Implications and Future Direction:
 - Benchmarks – Summaries of related items
 - Needs, overall, for our faculty are positive; in almost every case we are average or above the mid-point (3), but we are unhappy relative to our peer responses that had more responses in the higher-than-3 range.
 - MSU does slightly better in benchmarks and some individual items, such as collegiality and teaching.
 - Clarity about the tenure process, junior/senior relations, and compensation are all negative compared to the positives.
 - Benchmarks between men and women (all COACHE participants): There are very few significant differences however, there are some. Women have a significantly lower satisfaction on the “work-at-home” benchmark. Men have a significantly lower mean on “global satisfaction.” On the rest of the categories, however, there is no statistical difference between the two groups.

- Same benchmarks such as the women/men are broken out in ethnicity. There were 9 respondents who identified as non-white and they are, generally, more satisfied than the white population.
- Among men, women, non-white and white faculty, specific items within benchmarks are mostly above mid-point. When compared to other institutions, there are many downward (lower) arrows e.g., clarity of expectations and reasonableness items; in the category, “Nature of Work” there are mixed results. However, overall, MSU faculty are less satisfied than our peers.
 - Interpretation of Question: Tenure: Q25F - What is expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community e.g., outreach.
- MSU had positive results, relative to our peers, about the quality of our students.
- Best/Worst Aspects – Thirty items were chosen for their best/worst aspects. Extension and Research Station results were higher than the results for on-campus faculty who were surveyed separately. The two classifications (on-campus and off-campus faculty) were scored separately, in some instances, because a portion of the survey had to do with actual “place.”
- Importance of a Set of Policies and their Effectiveness
 - Important and Effective - Don’t involve much in terms of money.
 - Important but Ineffective – Negative impressions are resourced based and work/family balance policies.

Some items show up on both lists and show that they are important to all but some like them and some do not. Policies were placed in either effect or ineffective as a result of a questionnaire and answers were sorted by rank.
- Themes
 - Collegiality positive; compensation and questions around tenure and junior/senior relationships are negative.
- What to do with the Data
 - Since the data was only available late last summer, Provost Fedock asked Chris Fastnow to make a preliminary compilation to present to faculty.
 - Discussion of the tenure process and its clarity should be investigated and what is unclear about it.
 - For the price, a FS member stated that Survey Monkey could be utilized and that the entire faculty should be surveyed.
 - Chair Lynch stated that you would have to pay someone to craft a meaningful survey.
 - Compensation data is evident in this survey and could be used to make a case.
 - Chair Lynch asked if the FS would be amenable to a general survey (SurveyMonkey) to dig deeper into some of the issues in the COACHE survey. A FS member stated that getting more information would be useful. It was noted that the union may want to address some of the issues. Some of the goals in COACHE were well articulated and action could be taken, via Human Resources, immediately.
 - Provost Fedock stated that discussions with other participants at national meetings have been informal and provided a communication mechanism for best practices and how to utilize the data in a meaningful way.

The Faculty Senate meeting ended at 5:00 PM, as there was no further business.

Signature

Wes Lynch, Chair

Signature

Gale R. Gough, Secretary