

Data Gathering Session

Group engaged with: Faculty of Education College

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Date: October 29, 2014

Design: Survey

Attendees/Participants: 12

What are the top three strengths of SFA? (cumulative of all responses)

SFA has a good foundation for earning a Bachelor's degree.

SFA has kept up with changing demographic needs and has many successful online programs which impact undergraduate and graduate degrees.

Beautiful campus – love to come here.

What are the top three weaknesses of SFA? (cumulative of all responses)

Faculty pay is second to lowest in the state. It is very demoralizing to faculty to realize how little their financial wellbeing means to the administration. This has been an issue for years and yet strategic plan after strategic plan continue to ignore the issue. This is the moment in time when we need to do something to alleviate this problem.

Lack of academic freedom – there are some departments where those in charge will come in and change your courses or make master courses and you have no freedom to teach the course.

Those whom take on leadership roles need leadership training from outside resources in an ongoing process. Often times there is no leadership in our top down model

There is a lack of respect for those with terminal degrees in the top down management system. Faculty and instructors are evaluated on instruments created after the fact and the method of evaluation is punitive. There is no consistency in the ratings or how documented efforts are examined.

What do you think are ways to create opportunities to improve SFA by expanding on strengths, eliminating weaknesses and/or constructing new paths? (cumulative of all responses)

Allow the faculty to have a voice in the decision making. Faculty meetings are only used to disseminate information that has already been decided on. In leadership meetings when suggestions are made they are not considered or implemented. Elimination of the top down management system will improve the overall foundation of the faculty system.

While the university has moved toward online systems for the students, the expectations for faculty are not considered. Meetings, training opportunities, department expectations, must all be taken care of from a specific office location. The vast majority of the work can be taken care of in a virtual world. The students are not on campus so we need to meet them where they are.

To support faculty the University needs to consider the work load, service load, and scholarship load when arbitrarily setting meetings or scheduling events. Give credit for those who are field based and those who operating in the virtual world. The amount of hours spent with an online student verses a face to face students can be more than tripled. Faculty should have that used in consideration for face to face meetings, and/or office obligations. Many faculty members have courses with face to face and online components. Again, these relates to numerous hours of coursework without compensation.

**What is the one thing you would like to see change for the better at SFA?
(cumulative of all responses)**

Faculty pay is the topmost priority for faculty satisfaction. Administration needs to listen to faculty needs in order to bolster morale.

We have to address the idea of summer compensation as well as salary. While the same amount of work is expected in the summer the same rate of pay is not being considered. The administrative leadership and staff are doing the same amount of work with no pay reduction and yet faculty and instructors have the same work load with a huge reduction in pay.