

FACULTY SATISFACTION WITH LEADERSHIP SURVEY RESOLUTION

WHEREAS, this resolution was inspired by the Scholarly Discourse presentation of James Campbell to the Faculty Senate Executive Committee (FSEC) on the importance of polling in Presidential Election results, and;

WHEREAS, this resolution took direction from the AAUP Report, "Faculty Evaluation of Administrators" at <https://www.aaup.org/report/faculty-evaluation-administrators>, and;

WHEREAS, there has not been a transparent and systematic method for the Faculty body as a whole to express their level of satisfaction with the leadership and support provided by the President, Provost, Chief Administrative Office (CAO) of the decanal units, and the Faculty Senate, and;

WHEREAS, the faculty are the primary stewards of the university's missions of education, research and service, and as such, would be the most knowledgeable as to adequacy of support provided to fulfill those missions, and;

WHEREAS, the collective opinion of the Faculty should be a primary force in defining whether the university is adequately achieving its missions and whether corrective actions are necessary in this effort, and;

WHEREAS, open, transparent and collegial interactions between Faculty and Administration is the only way the university's missions can be accomplished, and;

WHEREAS, faculty morale and well-being in part is related to the degree that Shared Governance is allowed expression on campus, and;

WHEREAS, a fair and equitable representation of the faculty's collective opinion can be translated into actionable concerns for both the Faculty Senate and the Administration, and;

WHEREAS, a short anonymous survey with a limited set of questions should not require inordinate time or effort for the faculty to fill out, and;

Therefore, be it resolved that the Faculty Senate will conduct an online anonymous survey of the voting faculty on their level of satisfaction with the Administrative CAOs of the university and the Faculty Senate every 4 years, with only the decanal unit membership identified;

Resolved, that faculty will be asked to agree or disagree with statements about the President, Provost, decanal unit CAO, and Faculty Senate on a scale of Strongly Agree, Agree, No Opinion, Disagree, Strongly Disagree;

Resolved, that statements presented will attempt to query position responsibilities including:

- 1) Vision for the university or decanal unit
- 2) Support for faculty in their missions of education, research and service
- 3) Concern for well-being of other stake holders in Shared Governance

- 4) Involvement of faculty in campus and/or decanal unit academic planning and policy
- 5) Transparency, equitableness and effectiveness in the use of physical and financial assets
- 6) Promotion of diversity, educational excellence and scholarly excellence;
- 7) Administrations regard for academic freedom.

Resolved, that the Faculty Senate Executive Committee will make a summary report and render its' summary opinion after results are tabulated.

Amendment from the 12/9/2020 FSEC review of this resolution:

Further be it resolved, that the final form of the questions asked in the survey will be determined by an ad hoc subcommittee of the Faculty Senate Executive Committee. Although this subcommittee will take guidance from the AAUP Report and its references. "Faculty Evaluation of Administrators" at <https://www.aaup.org/report/faculty-evaluation-administrators>, the subcommittee will not be limited by material presented in that report.

Date Proposed to FSEC: 12/9/2020, 2/10/2021

First Reading to the Faculty Senate: February 16, 2021

Second Reading to the Faculty Senate: March 16, 2021

Approved by the Faculty Senate: passed with simple majority