Faculty Welfare Committee

Meeting minutes for January 21, 2014, Jewish Studies Center, 3rd floor conference room

Present: Todd McNerney, Simon Lewis, John Crotts, Michael Gomez, Andrew Clark, Emily Skinner

Guest Speakers: Brian McGee, Beth Goodier

1) Discussion of Spring semester meeting times. Currently Hector Quirko teaches during Tuesday, 11-12 time slot. Discussion of rotating meeting times or doing a doodle pool where respondents would designate green, yellow and red availability might open up some mutual time slots in the yellow.

2) Brian McGee presented on the implementation of the Great Colleges to Work For Survey and the campus wide Diversity, Access, Equity and Inclusion Survey. Brian McGee provided background on both surveys and impact of the Great Colleges to Work For Survey.
   a. The Great Colleges to Work For Survey is not free- in order to get data necessary, it costs $$. According to Brian McGee, he College of Charleston is the only college that made results available to entire community
   b. Given the results of the Great Colleges to Work For Survey, the President is presenting to state legislature regarding providing greater freedoms for benefits.
   c. Campus wide Diversity, Access, Equity and Inclusion Survey costs five figures and has been the most laborious survey construction Brian has observed.
   d. The process of accessing campus climate has been multi-methodological; approaching phase in March to provide open window for faculty, staff and students to complete online survey. There will be lots of activities designed to encourage participation.
   e. Past surveys include the 1996 SACS that evaluated the diversity of campus, faculty, staff and students. It was a qualitative survey with results evaluated in house. In 2006/2007 there was another in house initiative. The feeling was that we ought to invest in survey with objective outside consultant. The Diversity, Access, Equity and Inclusion Survey will be conducted in Spring, 2014 and considered a baseline and then the plan will be to implement it annually. All previous results from surveys were provided to consultant. The current survey is more comprehensive than previous two- focus is on campus climate, not just “diversity” and includes attempts to assess a variety of topics beyond race, gender, and ethnicity, for example, climate with supervisors and in immediate work environments. The survey can be taken online in 12 - 45 minutes.
f. It is the recommendation of the President’s Committee and Chief of Staff that we continue to administer the Great Colleges to Work For Survey annually and the Campus Climate Survey every couple of years.

g. Both surveys are planned for implementation in Spring, 2014 which is not ideal for response rates. The President’s Committee asked for feedback on pushing back the Great Colleges to Work For Survey until Spring, 2015. The Faculty Welfare Committee, however, recommended that both surveys be given so as to not miss out for consistency for the Great Colleges to Work For Survey.

3) Beth Goodier presented on the electronic student evaluation results from Fall, 2013.

a. Response rate went up to 44% (up 10% from time before).

b. There was considerable increase from the last day of classes.

c. Questions still to answer- did qualitative data decrease with mobile app? Did the quality of the qualitative comments decrease?

d. College is going to purchase an interface with OAKS that faculty will have ability to pull reports from OAKS. Chairs will have ability to pull reports.

e. Simon Lewis voiced the concern when teaching is in question during T& P and response rate are low for student evaluations. Beth Goodier responded that we shouldn’t use student evaluations alone to evaluate quality of teaching and noted that pre-tenure faculty seem to have higher response rates.

f. Survey of faculty about their implementation and use of incentives was sent out by the Academic Affairs Office later that afternoon.

g. There was a discussion of an opt out box which has been recommended but the provost objects to this model.

Submitted by Emily Skinner, 1/22/14