ad hoc Committee on Institutional Identity and Vision

2017-2018 Annual Report

Committee membership:
Alex Kasman (Mathematics), Jen Wright (Psychology), Mike Braswell (Business), Irina Gigova Ganaway (History), William Bares (Computer Science, chair). The role of secretary was rotated between the membership.

Ex-officio: Jeri Cabot (Dean of Students)

Purpose and Mission:
The Faculty Senate formed this ad hoc committee to solicit input from the College community about the identity and vision for the College. The reported findings will inform future Faculty Senate deliberations and be shared with the college community, Board of Trustees, and Presidential Search Committee.

Survey Process:
The process began with an initial online survey that received responses from 443 individuals, who were asked to respond to six main issues presented by the committee. In addition to the six main questions the Committee identified, 198 respondents brought up several additional questions that became the main themes for the six discussion sessions held between January 31st through February 14th.

The questions of the second online survey reflect themes reported from participants of the six discussion sessions and its purpose was to understand how the larger community of College employees felt about these emergent themes. This second online survey was open from March 9th through March 28th. This latest online survey collected more than 620 responses. 525 identified their positions as: 45 administrators, 194 tenured faculty, 64 tenure-track faculty, 15 instructors, 5 visiting instructors, 46 adjuncts, 113 full-time permanent staff, 13 full-time temporary staff, 6 part-time permanent staff, 10 part-time temporary staff, and 18 other employees of College of Charleston. More than half of the respondents (57%) reported they have been at the College for 10-years or less, while 26% reported 10-20 years of service, and 16% reported more than 20 years of service. The survey questions consisted of strongly agree – strongly disagree scale (1-7) statements, multiple choice selections, and one open text response question.

Findings
The results of the survey findings are presented in the following formats:

a) Color-coded charts and tables of multiple-choice responses featuring statements with the greatest degree of consensus (See abbreviated charts for multiple-choice questions).
b) Color-coded charts and tables for ALL multiple-choice question responses.
c) Charts and tables broken-down by demographic categories of faculty-staff and by years at the College.
d) Executive summary of free-text comments grouped by main topic with counts of how many unique respondents wrote something about each topic. The summarized comments are paraphrased and are not meant to be read as recommendations.
f) Raw open text comments (212 respondents, about 26 pages to print).

**Presentations of Findings**
The committee membership appreciates the multiple opportunities for presenting our findings.

*Board of Trustees Presidential Search Committee*

The committee presented preliminary findings at the meeting of the Board of Trustees Presidential Search Committee meeting on April 4th, 2018. We received suggestions to separate the survey results by respondent demographics including faculty-staff and years at the College and to count the number of unique respondents who commented about each category listed in the executive summary of open-text responses. Jen Wright subsequently generated new data tables for the requested demographic breakdown and William Bares add the counts of respondents for the topic categories.

*Faculty Senate*

The committee presented its findings at the April 10th, 2018 Faculty Senate Meeting.

*Board of Trustees Academic Affairs Committee*

The committee’s work was recognized at the April 19, 2018 meeting of the Board of Trustees Academic Affairs Committee.

*Board of Trustees (full membership)*

The committee has been invited to present its findings to the full Board of Trustees meeting on either June 4th or 5th, 2018. The committee will draft a short list of recommendations to include in this presentation.

**Plans for Academic Year 2018-19**

In our final meeting of the academic year 2017-18 the members re-elected William Bares to continue as chair and suggested the following action items:

Seek input from broader groups including people outside of the College, such as alumni, prospective students, and leaders of other Colleges.

Search for available comparable survey data from other institutions.

Invite an outside expert to present at a future discussion session.

Develop recommendations from survey results to encourage follow-up action on results.
Acknowledgements
The ad hoc committee is especially grateful to Provost Brian McGee for his support and funding of beverages for the six discussion groups, to Ed Pope, Jimmie Foster, Lynne Ford and Michelle Futrell for communicating our requests to participate, to Elizabeth Jurisich for sharing our surveys and arranging a meeting to present our results with the Board of Trustees, to Elizabeth Kassebaum for arranging a meeting to present our results to the Presidential Search Committee, and to Abigail Showalter and colleagues at Aramark for providing beverage service for our six discussion sessions, and to Beth Murphy Assistant to the Provost for administrative help.