



Task Force on Faculty Senate Effectiveness

- Denise Barlow, Vice Chancellor for Finance & Administration
- Toby Boulet, Faculty Senate President-Elect
- Sarah Gardial, Vice Provost for Faculty Affairs
- Beauvais Lyons, Past Faculty Senate President
- Susan Martin, Interim Provost
- John Nolt, Faculty Senate President
- Mary Papke, Past Faculty Senate President, Graduate School
- Jan Simek, Interim Chancellor
- Candace White, Task Force Chair, Past Faculty Senate President

Charge

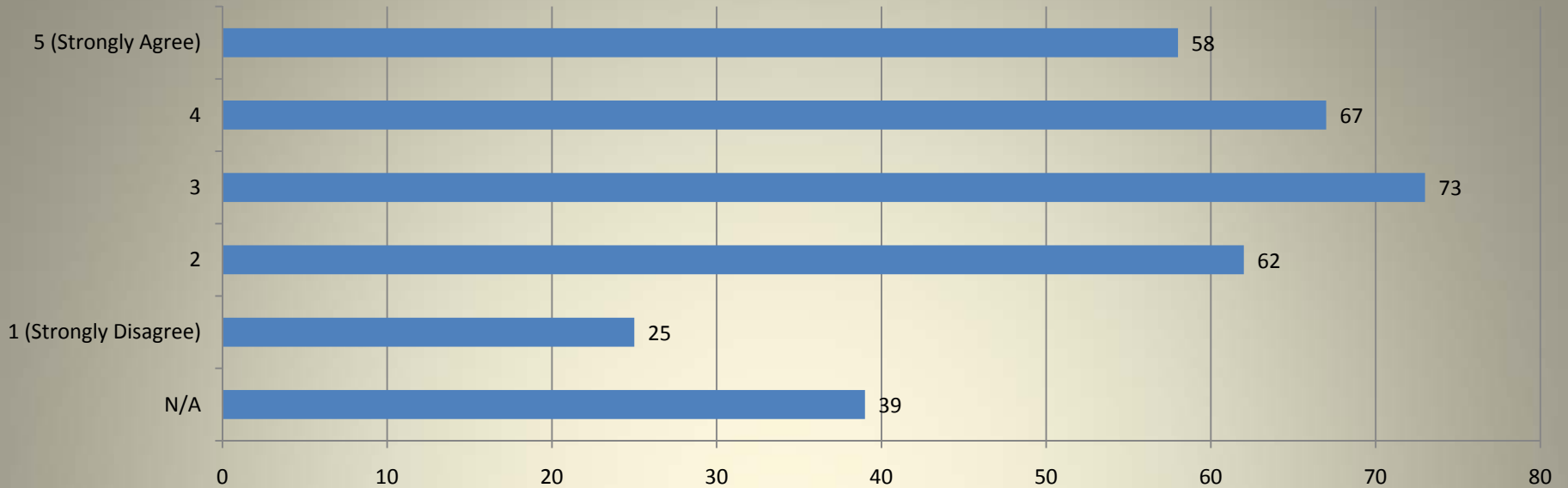
- To examine the strengths, weaknesses and perceptions of the Faculty Senate
- To explore how the senate can work more effectively with campus administration at critical policy intersections
- To recommend strategies for greater efficiency and effectiveness.

Senate Effectiveness Survey

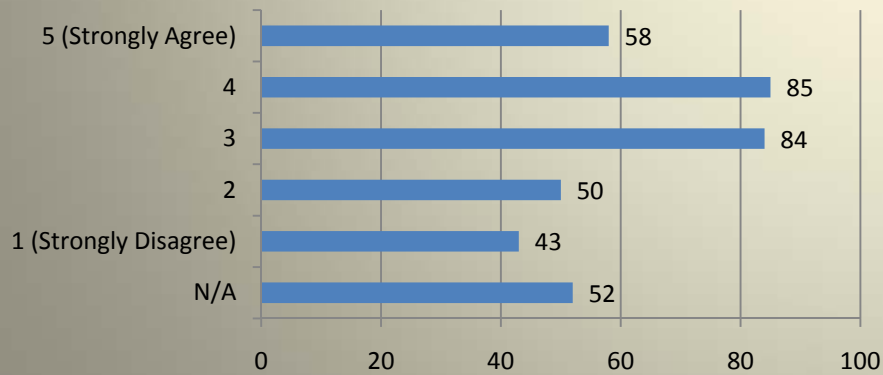
Quantitative Results (n= 374)

Full results are on Faculty Senate web page.

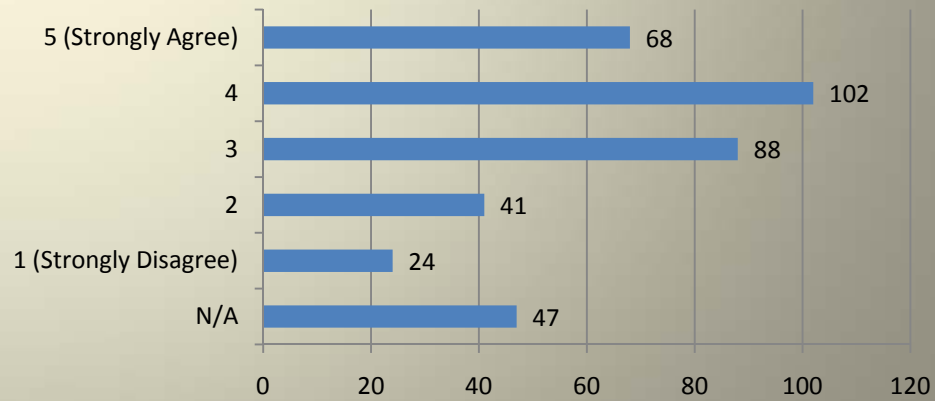
The Faculty Senate plays a vital role in formulating academic policies.



The Undergraduate Council plays a vital role in formulating academic policies.

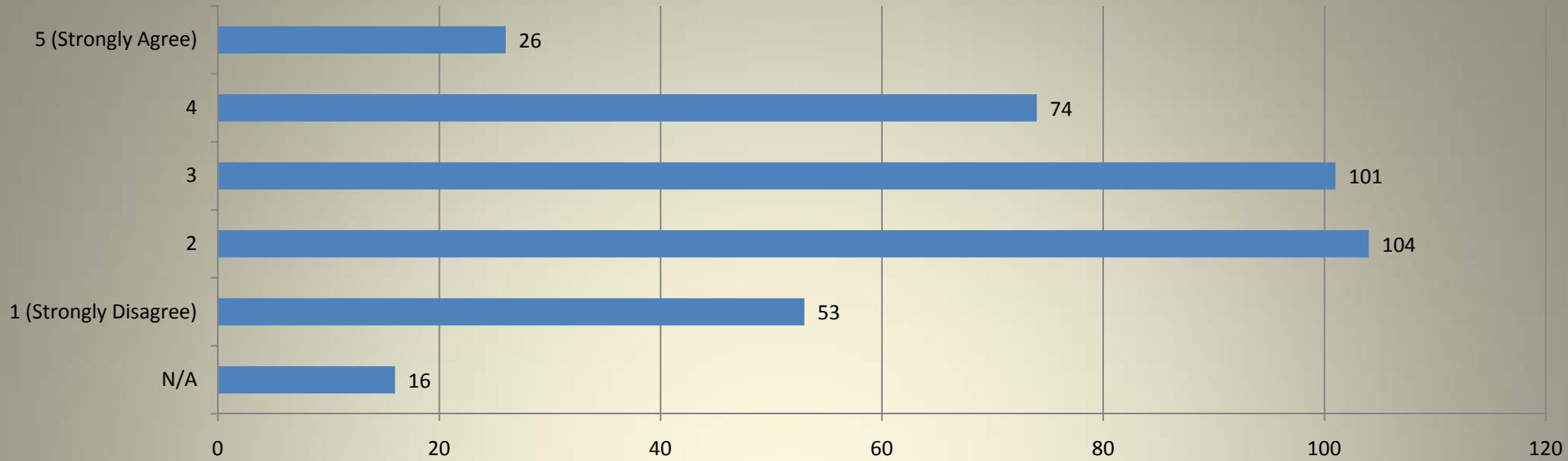


The Graduate Council plays a vital role in formulating academic policies.

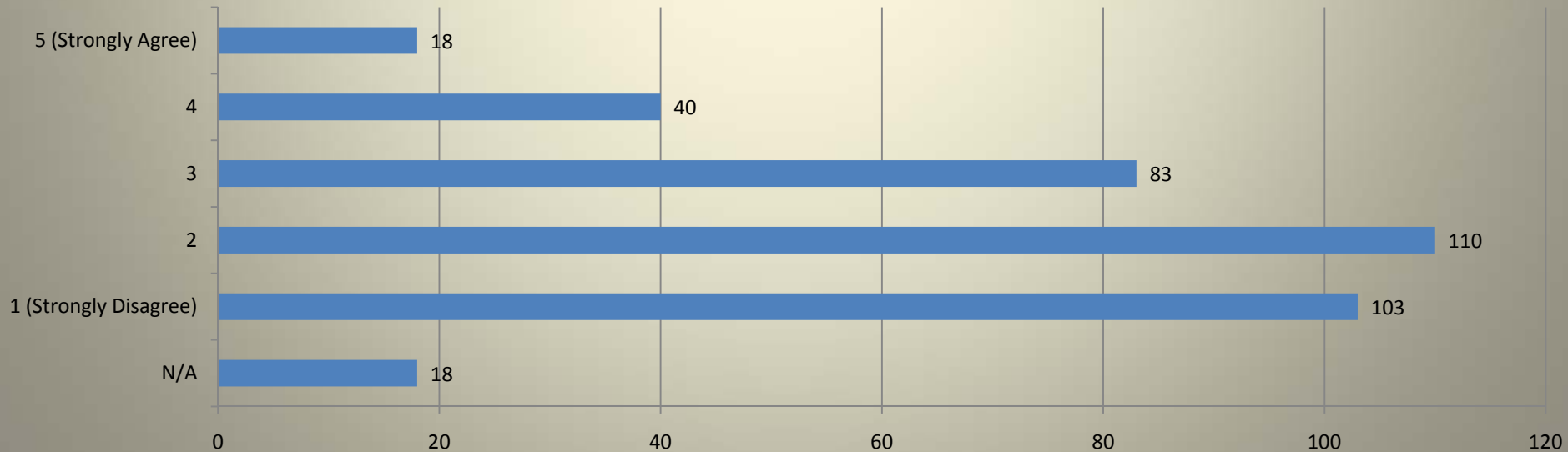




Actions of the Faculty Senate have an impact on administrative decisions.

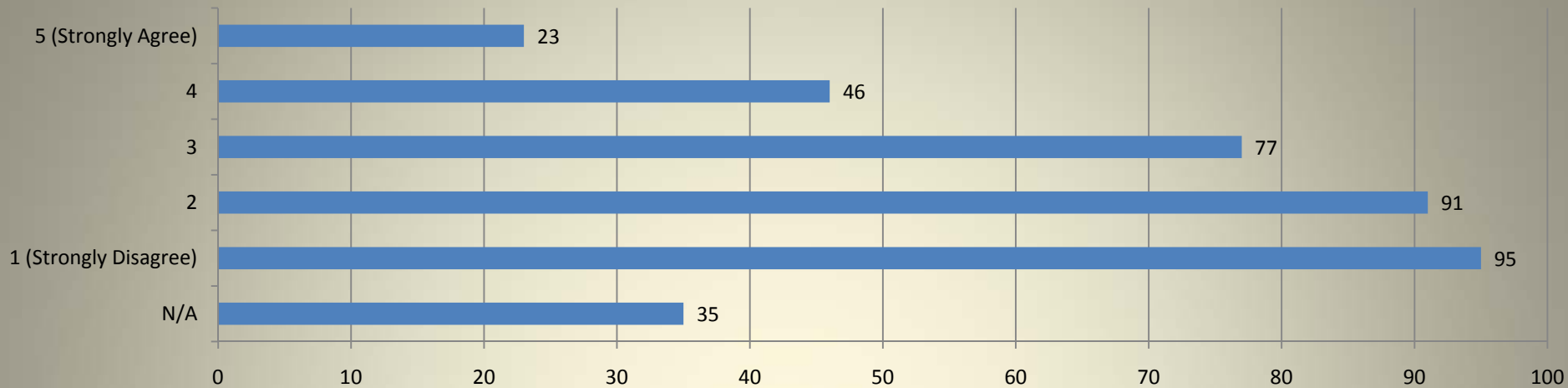


The Faculty Senate plays a vital role in formulating policies for allocation of resources for salaries, equity, and merit pay.

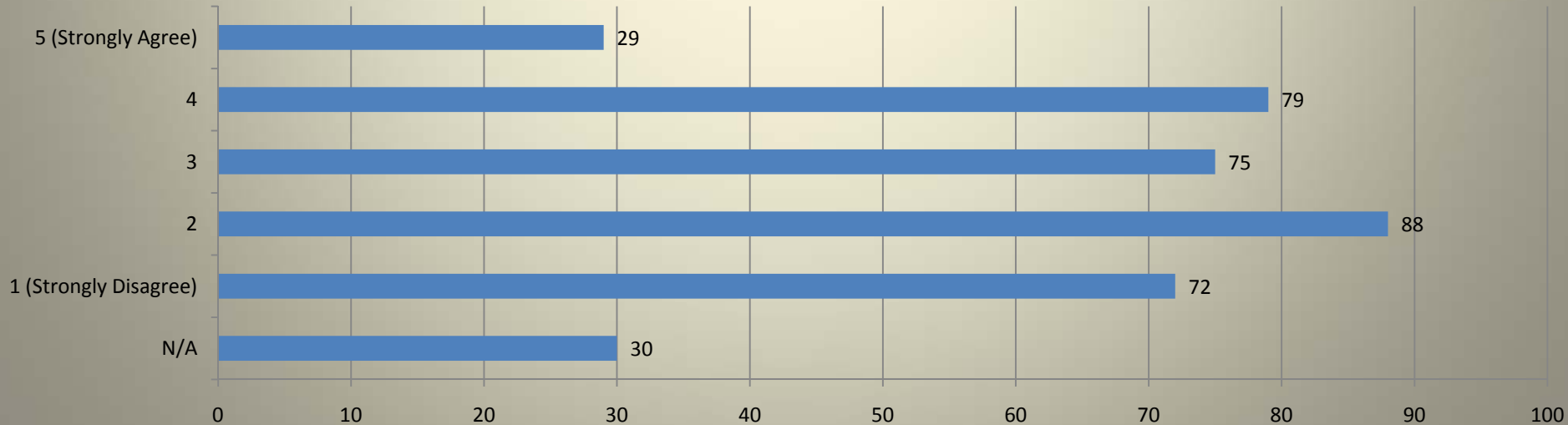




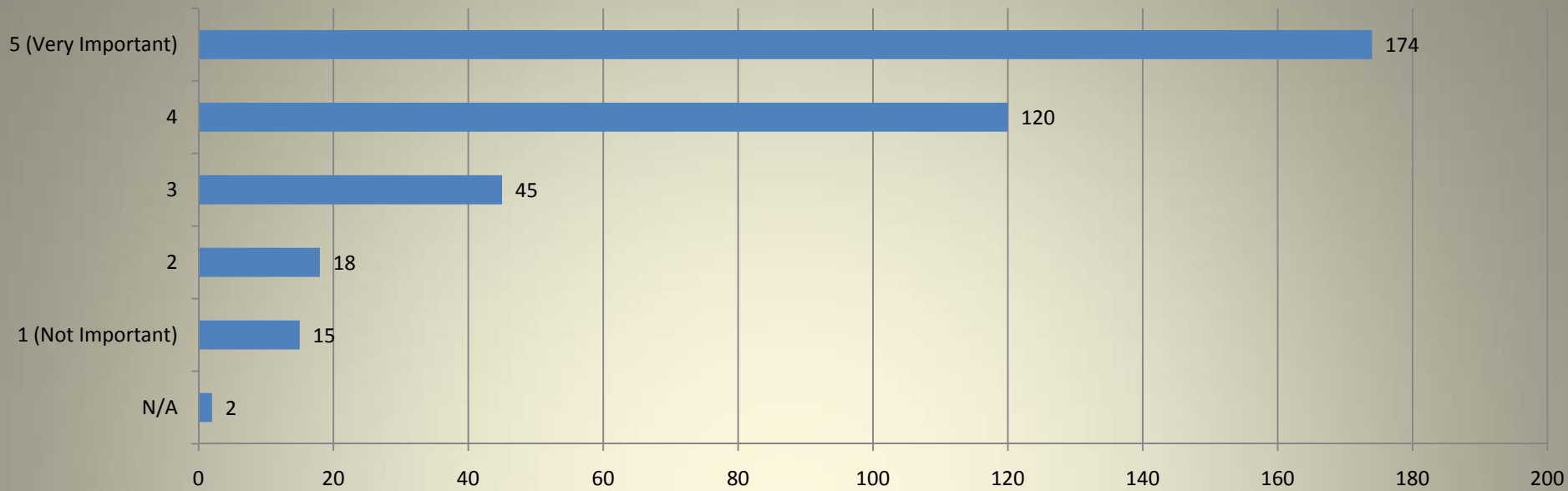
The Faculty Senate plays a vital role in formulating policies for allocation of resources for research.



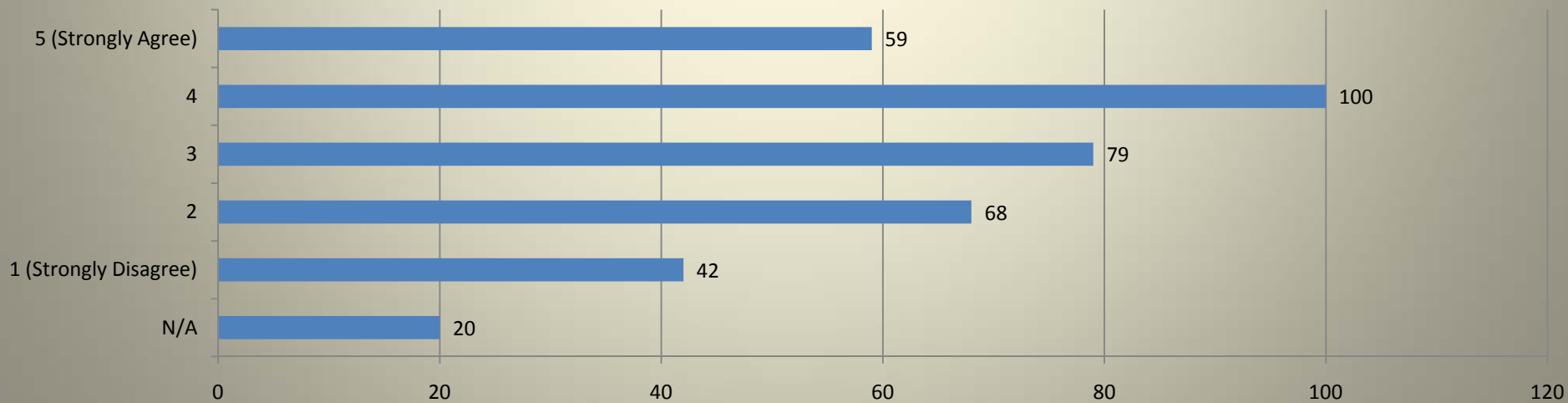
The Faculty Senate plays a vital role in formulating policies for faculty appointment, promotions, and tenure.



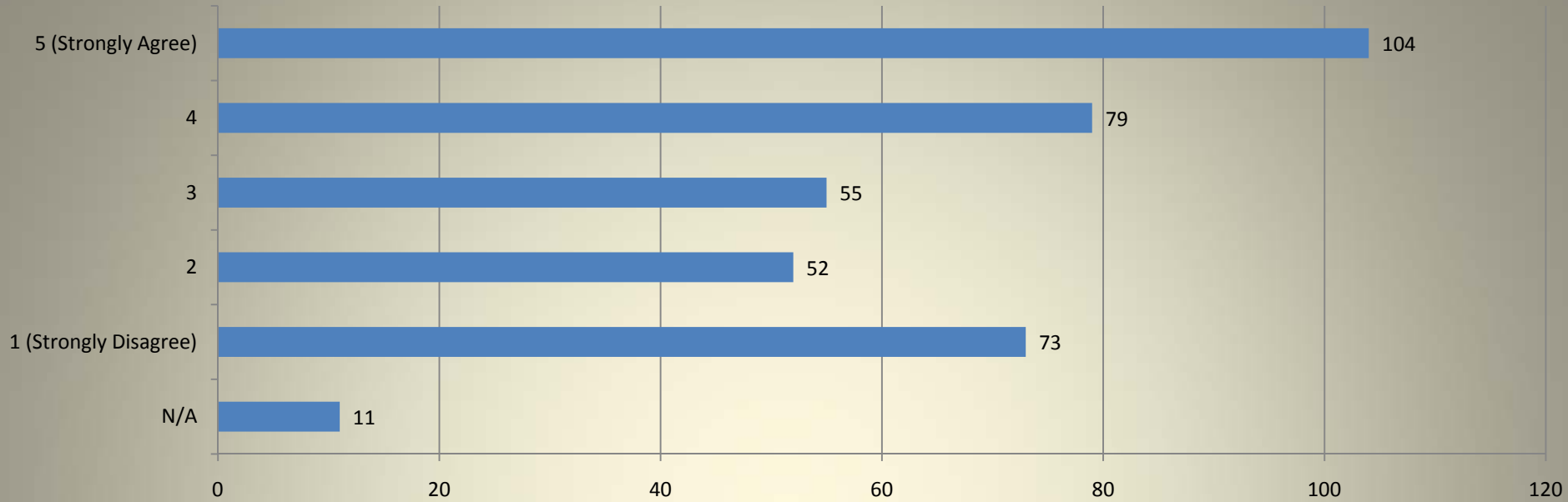
How important is it to you to receive information about the Faculty Senate?



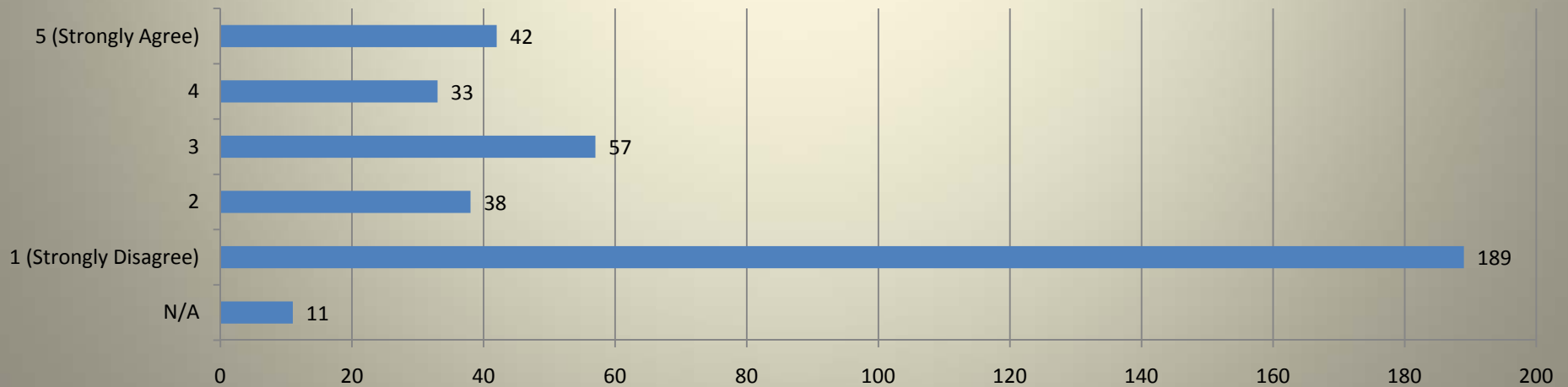
I receive sufficient information about issues that are being addressed in the Faculty Senate.



The Faculty Senate gives a voice to faculty concerns.



The Faculty Senate should be dissolved.



Qualitative Results

767 open-ended responses



Effectiveness

Senate is perceived as weak
(powerless, toothless)

Muddled purpose and function

Reactive, rather than proactive

Committees

Work independently rather than
working together strategically with
clear purpose & common goal

Poor continuity of committee work
from year to year

Disconnect between senate and
Grad. & Undergrad. Councils

Senators

Not enough accountability for
senators

Insufficient understanding of where
senate fits in the structure of
governance

Senators have personal agendas

Senate Service

Little incentive, rewards or prestige
associated with serving in the senate

Not good use of faculty time;
competes for time for research and
teaching



Communication

No clear path for faculty to get issues and concerns to the senate

Problems with caucuses

Senate does not serve the needs of non tenure track faculty

Culture

Too many administrators in the senate – it is not a faculty organization

Senate is a paper tiger; lap dog of the administration.

Distrust between faculty and administration in both directions

Benefits

Senate involvement helps faculty gain broader perspective about the university

A well-functioning Faculty Senate is important

Senate does important things and has the potential to be a powerful player

- Effectiveness
- Senate is perceived as weak (powerless, toothless)
- Muddled purpose and function
- Reactive, rather than proactive



Challenges

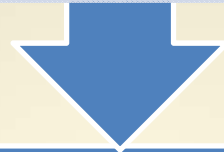
- Optimize delegated authority of the Faculty Senate
- Identify policies in which the senate needs to be involved; set a clear agenda
- Align senate committees with policy intersections and restructure to increase effectiveness
- Clarify role and relationship between Faculty Senate and Graduate and Undergraduate Councils
- Communicate what we do to a broader constituency



Senate Committee Structure

Align committees with policy intersections

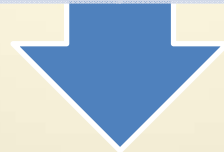
Let go of committees that have no real purpose or power



Senate Infrastructure

Communication to all faculty

Administrative support for routine tasks and continuity



Organizational Culture

Build trust between faculty and administrators

Focus on policies rather than react to events

CHANGE

We Need