

Faculty Departments Poll

Faculty Issues

Workload (58) [In many cases, mentioned specifically in conjunction with compensation]

- doing more with less (9)
- non-teaching essentials, advising, service hours (6)
- overload/covering for open positions (5)
- enrollment caps/overlarge classes (3)
- mandated administrative tasks and training/paperwork (3)
- equity in field/clinical/lab supervision (2)
- inequities between colleges and departments (2)
- recruitment expectations (2)
- credit hour balancing/balancing between semesters (2)
- lack of department control over clinical loads
- (high?) “compared to other universities”
- reduced load for new faculty
- change to 4-4 teaching load (1); 3-3 course load for TT faculty (1)

Compensation (51) [in many cases mentioned specifically in conjunction with workload]

- health care (cost and quality of insurance) (16)
- salary and benefits (12)
- no raise in X years (6)
- inequities between colleges/departments (3)
- salary compression and inversion (2)
- competitive RNTT/part-time faculty pay (2)
- faculty “rewards”/free admission to school sponsored events (2)
- compensation for advisees, etc.

Recruitment and retention of faculty (18)

- retaining experienced, highly qualified faculty (2)
- cost and time spent on recruiting (2)
- centralization of faculty hiring decisions
- lack of funds– quality, timeliness, and support for faculty hiring
- research and collaboration opportunities
- interaction with local industry
- faculty internship opportunities
- promote diversity
- high burden/little recognition for teachers of first-year courses
- high turnover
- encourage sabbatical, esp. for newly tenured faculty to avoid burnout
- “jobs on the line if student’s aren’t happy”

Faculty morale (15) [Explicit use of the word “morale”]

- burnout (2)
- “lack of respect” from President and Provost (2)
- general mistreatment of faculty

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PD (15)

- funds/support for faculty development, esp. for junior faculty (6)
- more travel funds (2)
- excessive requirements for filing expense reports (ChromeRiver) (2)
- sharing best teaching practice
- pooling/allocation of funds by college, department, etc.
- international opportunities
- 70% reimbursement for doctoral studies at school of choice
- quality standards for publishing

Teaching assignments (5)

- reductions in summer stipends or access to summer classes (3)
- criteria for chair decisions (seniority, qualifications, course authorship) (2)

Advocacy on labor issues (5)

- part-time/adjunct faculty representation
- collective bargaining
- stability of employment
- RNTT job security, ability to voice complaints

Tenure and promotion requirements (4)

- recognition of differences between fields
- clarification of requirements
- keep timeline for post-prof merit intact
- consistency between departments

Administrative Leadership

Transparency and confidence issues (24)

- changing standards/arbitrary decision-making “in crisis”/lack of continuity (5)
- replace Dean of Graduate Studies/Provost/university studies leadership (3)
- faculty voice not heeded in decisions (3)
- slow decision-making at the top/overburdened leadership (2)
- lack of shared governance/“imbalance of power” (2)
- top-heavy administration, too few faculty (2)
- no confidence vote in President
- “broken promises”
- President micromanaging...“his” university “to do with as he sees fit”
- meetings with President and Provost do not result in meaningful changes
- “President’s apparent lack of concern” about needed faculty hires
- sudden reversal of previous decisions causing undue hardships on departments
- Presidential inaction on stalled Senate bills
- lack of faculty input in senior administrative appointments
- hire high quality executive staff, Provost and Deans
- disorganization (“classrooms, events, etc.”)

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Budget decisions (13)

- balance need and benefits/transparency (general decision-making, 2); (Support Net, 3)
- accountability for administrative spending
- money to recruit quality students– difficulty of purchasing
- “firing dozens of staff” and still hiring an Associate Provost
- strategic revenue growth
- program funding
- academic priorities sacrificed for “other” budgets
- cost cutting

University image (13)

- name change for university (5) [especially, but not exclusively, mentioned by one department]
- beer bong/responsible Redhawks/party school image (5)
- leadership seems to promote “community college culture” (2)
- beer bong responses from President and Board out of touch/double standard

Vision, mission, strategic direction (4)

- related to policies
- update mission statement
- “money making instead of education”

Clarify university structure (3)

- update handbook references
- elevate status of academic affairs

Communication

(Explicit mention of) Communication (19)

- faculty and administration (7)
- faculty and students (2)
- poor communication, lack of faculty input in changes/reorganization (2)
- top-down communication causes resentment
- request special meeting with President and Board to share faculty perspective
- more open discussion with President
- need clear process for filing complaints about “higher-ups”
- need process for reporting bullying/hostility/incivility in workplace
- faculty input solicited, but ignored or disregarded – networking with faculty across campus
- post most recent HERI data
- more visibility in St. Louis (recruitment of donors)

Students

Recruitment and retention of students (17)

- access/assistance with financial aid (3)
- need more rigorous admission standards (3)
- focus on international students (2)

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- focus on domestic students (esp. underserved, e.g., Bootheel) (2)
- lack of faculty and resources to enhance learning (2)
- lack of funds to support students (2)
- communication of expectations
- counseling services
- lack of support for graduate programs

Infrastructure and Scheduling

Enrollment and scheduling (8)

- inequities between “successful” and “unsuccessful” departments
- head count for double majors
- extending online faculty drop period
- “admissions scheduling and appointments”
- fall break (2)
- Mon-Thu class schedule
- major enrichment activities (Integrity Week) scheduled during class times

Facilities (6)

- lack of classroom and lab space
- inadequately maintained/outdated facilities (2)
- improve response by facilities management to reported issues
- equipment/software malfunctions (2)

Tech/online support (3)

- better LMS (integrated with student support system)
- status of QM
- recurring problems, lack of response

Miscellaneous

Sexual assault on campus
Treatment of retirees
Ethics
External curriculum mandates (state, articulation)
Resume lunches at Towers
Need a more “culturally humble climate”