SURVEY TEAM

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PURPOSE OF SURVEY

• 1. TO FOSTER DIALOG AROUND THE ISSUES RAISED IN THE SURVEY IN COOPERATION WITH ALL RELEVANT PARTIES AT UNO INCLUDING FACULTY, STAFF, ADMINISTRATORS AND STUDENTS.

• 2. TO IMPROVE COMMUNICATION BETWEEN THE UNO FACULTY SENATE AND THE UNO FACULTY MEMBERS WE REPRESENT AND TANGIBLY DEMONSTRATE THAT THE FACULTY SENATE BOTH VALUES THEIR IDEAS AND OPINIONS AND IS COMMITTED TO BEING RESPONSIVE AS PRIORITIES AND INITIATIVES ARE DEVELOPED.

• 3. TO AID IN THE DEVELOPMENT OF THE FIRST UNO FACULTY SENATE STRATEGIC PLAN AND GUIDE THE PRIORITIZATION OF ACTIVITIES FOR THE 2014-2015 YEAR.

• 4. TO HELP THE FACULTY SENATE DETERMINE THE EXTENT TO WHICH FACULTY APPRECIATIONS AND CONCERNS ARE ALIGNED WITH THE STRATEGIC GOALS AND CAMPUS PRIORITIES OF UNO AND THE STRATEGIC FRAMEWORK OF THE NU BOARD OF REGENTS.
PURPOSE OF SURVEY

• 5. TO SUPPORT UNO ADMINISTRATORS IN THEIR DECISIONS ABOUT MATTERS THAT INVOLVE FACULTY BY PROVIDING INFORMATION THAT ACCURATELY REFLECTS FACULTY APPRECIATIONS AND CONCERNS.

• 6. TO ALLOW A SAFE AND OPEN FORUM FOR FACULTY TO VOICE THEIR APPRECIATIONS AND CONCERNS AS IMPORTANT MEMBERS OF THE UNO COMMUNITY WITHOUT BEING LIMITED TO PREDETERMINED CHOICES OF SPECIFIC RESPONSES TO QUESTIONS ON A PARTICULAR TOPIC.

• 7. TO ULTIMATELY IMPROVE THE EFFECTIVENESS AND WELL-BEING OF UNO FACULTY AS WELL AS THE RECRUITMENT, PERFORMANCE AND RETENTION OF THE UNO STUDENTS WE SERVE.
SURVEY METHODOLOGY

- ANONYMOUS ONLINE SURVEY SENT TO ALL FULL-TIME FACULTY IN APRIL, 2014
- 418 FACULTY RECEIVED THE SURVEY AND 238 RESPONDED
- TWO QUESTIONS:
  - LIST 3 APPRECIATIONS: WHAT DO YOU MOST APPRECIATE? WHAT DO YOU LIKE MOST ABOUT WORKING AT UNO?
  - LIST 3 CONCERNS: WHAT ARE THE CHALLENGES OR CONCERNS REGARDING WORKING AT UNO? WHAT WOULD YOU LIKE TO SEE CHANGED?
- RESPONSES WERE INDEPENDENTLY CATEGORIZED FOLLOWED BY GROUP CONSENSUS
- OVER 600 FACULTY HOURS VOLUNTEERED FOR THIS PROJECT
- DATA CURRENTLY SERVING AS THE BASIS FOR FACULTY SENATE EFFORTS AND STRATEGIC PLANNING
- FACULTY SENATE WORKING WITH ADMINISTRATION AND OTHER GROUPS ON CAMPUS TO ADDRESS CONCERNS AND LEVERAGE APPRECIATIONS
TOP 10 FACULTY APPRECIATIONS

• 1. COLLEAGUES/COLLEGIALITY (N=63)
• 2. UNO COMMUNITY/CULTURE (N=39)
• 3. ACADEMIC FREEDOM/AUTONOMY/RESEARCH FREEDOM/FREE SPEECH (N=36)
• 4. FACILITIES/BUILDINGS/OFFICE ENVIRONMENT (N=29)
• 5. COMMUNITY ENGAGEMENT/SERVICE LEARNING/VOLUNTEER OPPORTUNITIES FOR FACULTY AND STUDENTS (N=26)
• 5. QUALITY OF STUDENTS AND STUDENT ACADEMIC PREPAREDNESS (N=26)
• 5. FLEXIBLE SCHEDULE (N=26)
TOP 10 FACULTY APPRECIATIONS

• 6. ADMINISTRATIVE LEADERSHIP & SUPPORT (N = 25)
• 7. STUDENT-CENTERED FOCUS (N=24)
• 8. BENEFITS (HR-TYPE BENEFITS) (N=23)
• 9. ACADEMIC STANDARDS/QUALITY OF EDUCATION (N=16)
• 9. RESEARCH/CREATIVE ACTIVITY REPORT (N=16)
• 10. COLLABORATION/INTERDISCIPLINARY INITIATIVES AND EFFORTS (N=14)
• 10. CAMPUS AESTHETICS/PHYSICAL ENVIRONMENT (N=14)
TOP 10 FACULTY CONCERNS

• 1. COMPENSATION/SALARY (N=63)
• 2. RESEARCH/CREATIVE ACTIVITY SUPPORT (N=48)
• 3. PARKING COST & AVAILABILITY (N=35)
• 4. ADJUNCT/PART-TIME FACULTY EMPHASIS AND ISSUES SURROUNDING TREATMENT OF ADJUNCT FACULTY (N=33)
• 5. SPACE AVAILABILITY/SPACE QUALITY/COURSE SCHEDULING (N=31)
• 6. ADMINISTRATION (PRIMARILY CONCERNS ABOUT THE PERCEIVED QUANTITY OF ADMINISTRATORS & ADMINISTRATIVE STAFF) (N=27)
TOP 10 FACULTY CONCERNS

• 7. BALANCE AMONG RESEARCH, TEACHING & SERVICE (N=21)
• 7. COST OF UNO GYM MEMBERSHIP/WELLNESS CENTER (HPER COST) (N=21)
• 8. WORKLOAD AMOUNT AND FAIRNESS (N=20)
• 9. ACADEMIC STANDARDS/QUALITY OF EDUCATION (N=19)
• 10. GRADUATE EDUCATION SUPPORT (N=17)
• 10. SHARED GOVERNANCE (N=17)
NEXT STEPS

1. Ensure that survey results have been distributed to and discussed among UNO constituents.
2. Encourage utilization of survey results & development of actionable goals across campus.
3. Utilize results survey results as part of the Faculty Senate Strategic Plan and guide decision making and prioritization of Faculty Senate goals.
4. Improve communication and dialogue among all UNO constituents to foster faculty co-governance and improved decision making
   a. Request Administration involve faculty early in the decision making process.
   b. Email monthly Faculty President reports to all faculty.
   c. Established Faculty Senate communication liaisons for each college (CAS: Laura Grams and Robert Woody) and request a faculty liaison for each University committee who would report to Faculty Senate. Merely having a faculty member on a committee does not foster true faculty co-governance.