

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for February 9, 2018, and the minutes of the October 20, 2017, meeting be received and placed on file.

STAFF SUMMARY

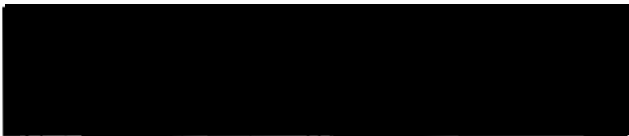
The topic for the February 9, 2018, Faculty Affairs Committee meeting is, "A 3-D Look at Our Instructional Staff: Definitions, Devotions and Deflections."

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.


University Executive Officer

1/17/18
Date

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Faculty Affairs Committee

February 9, 2018
10 – 10:45 a.m.
205 Welch Hall

AGENDA

Section 9 **Agenda and Minutes** (*Regent Webb*)

Discussion Topic: A 3-D Look at Our Instructional Staff: Definitions,
Devotions and Deflections

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

FACULTY AFFAIRS COMMITTEE MINUTES

October 20, 2017
9:45 – 10:30 a.m.
205 Welch Hall

Attendees (seated at tables) R. Carpenter, J. Carroll, D. Clearwater, A. Ducher, J. Kullberg, R. Longworth, R. Quiel, M. Rahman, Regent Simpson (Vice Chair) and Regent Webb (Chair).

Guests (as signed in): G. Hage, W. Kraft, M. Sayler and M. Valdez.

Regent Webb opened the meeting at 9:45 a.m.

Report and Minutes (Section 14)

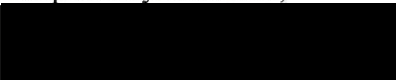
Regent Webb requested that the Faculty Affairs Committee Agenda for October 20, 2017 and the Minutes of the April 21, 2017 meeting be received and placed on file.

Discussion Topics – “Academic Budget”

Dr. Rob Carpenter, Faculty Senate Budget Committee Chair and Dr. Mahmud Rahman, Faculty Senate Vice President and Executive Board member of the AAUP led a presentation on the Academic Budget. The presentation was focused on budgeting priorities from the perspective of the faculty, highlighting our vision and mission, metrics for measuring student success and key findings from the Budget Committee’s 2017 Annual Report.

Regent Webb thanked all and adjourned the meeting at 10:30 a.m.

Respectfully submitted,


Debbie Clearwater
Executive Assistant
Office of the Provost
Academic and Student Affairs

A 3-D Look at Faculty: Definitions, Devotions and Deflections

Faculty Affairs Committee
February 9, 2018

Definitions

- The EMU faculty is composed of scholars holding tenured or tenure-track positions in the departments, colleges, and library of the university.
- In 2017-18, there are 679 faculty members: 355 professors, 143 associate professors, 178 assistant professors, and 3 instructors.
- Credentials: faculty must hold the terminal degree in their field, primarily the Ph.D., or complete such a degree prior to being tenured.

Responsibilities

- “...Faculty Members have professional responsibilities in the realms of Instruction, Scholarly/Creative Activity, and Service...these activities are life-long endeavors which enhance the stature of the Faculty Member’s profession....”
- **Faculty are responsible for carrying out the mission of the university**

EMU Mission Statement

- *EMU enriches lives in a supportive, intellectually dynamic and diverse community. Our dedicated faculty balance teaching and research to prepare students with relevant skills and real world awareness. We are an institution of opportunity where students learn in and beyond the classroom to benefit the local and global communities.*

Devotion to the EMU mission: Teaching

- EMU Faculty members
 - have the responsibility to stay current, continually improve their understanding of the learning process and pedagogy, and be available to their students
 - are dedicated to instruction in and beyond the classroom
 - are the most visible representatives of Eastern Michigan University
- The best evidence of faculty devotion to teaching is the success of EMU alumni.

Devotion to EMU Mission: Research

- “With respect to Scholarly/Creative Activity, Faculty Members have the responsibility to engage in pursuits that help to further organize and contribute to growth of the body of knowledge in their respective disciplines, and/or to explore interdisciplinary implications.”
- External funding. Each month, dozens of grants are received by EMU faculty members.
- EMU faculty members are acknowledged nationally and internationally for their scholarship.
 - In 2015-16, EMU was the top producer of Fulbright Scholars in the U.S.

Devotion to EMU Mission: Service

- “With respect to Service (or academic citizenship), Faculty Members have responsibility to engage in pursuits that further the interests of their respective disciplines, the University, their Colleges, their Departments, and the community at large.”
 - Curriculum development
 - Shared governance
 - Advising
- EMU faculty members engage in many forms of service

Experiences and perspectives of new faculty

- Keon Pettitway, Assistant Professor, CMTA
- Amanda Stype, Assistant Professor, Economics

Deflections: Impediments to the fulfillment of mission

- Problems with shared governance and input processes
- Transparency and communications
- Management, and lack, of resources
- The declining risk/reward ratio for instructional staff

Results of EMU-AAUP survey of faculty, Jan. 22-Feb. 1, 2018

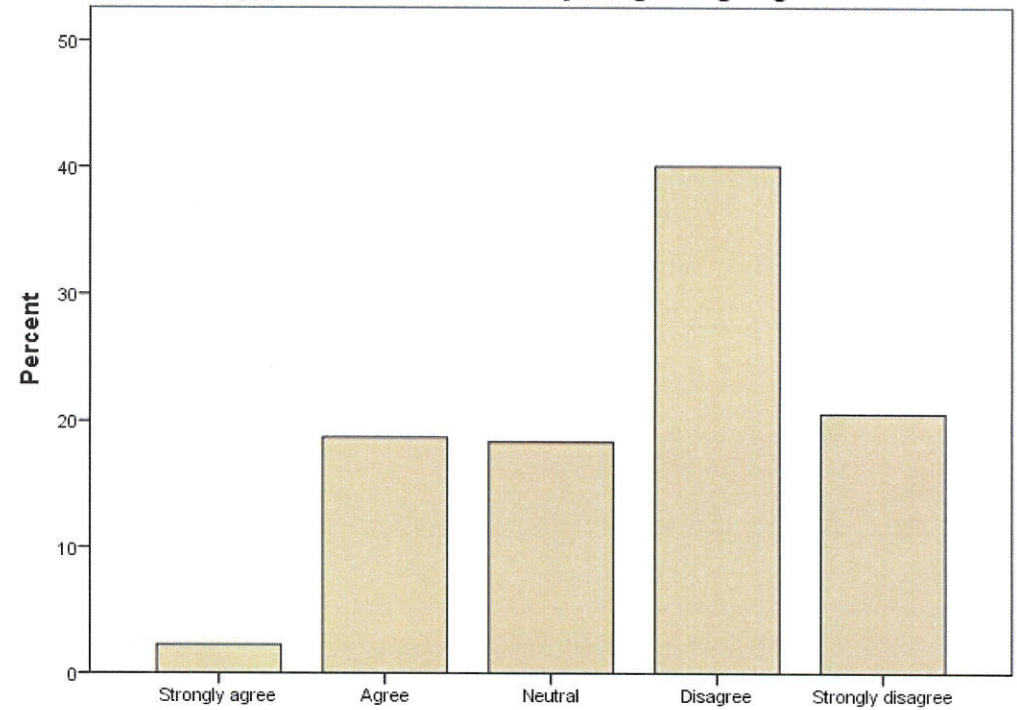
- Survey designed to measure perceptions of current issues as well as performance and state of the university, with a focus on the faculty
- Participation was anonymous and responses confidential
- Invitation sent to 633 members. 281 respondents (44.4%) participated.
 - Highest level of faculty participation in AAUP survey in recent years.

Overall satisfaction

Generally, I'm satisfied with the way things are going at EMU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	6	2.1	2.2	2.2
	Agree	50	17.5	18.7	21.0
	Neutral	49	17.2	18.4	39.3
	Disagree	107	37.5	40.1	79.4
	Strongly disagree	55	19.3	20.6	100.0
	Total	267	93.7	100.0	
Missing	System	18	6.3		
Total		285	100.0		

Generally, I'm satisfied with the way things are going at EMU



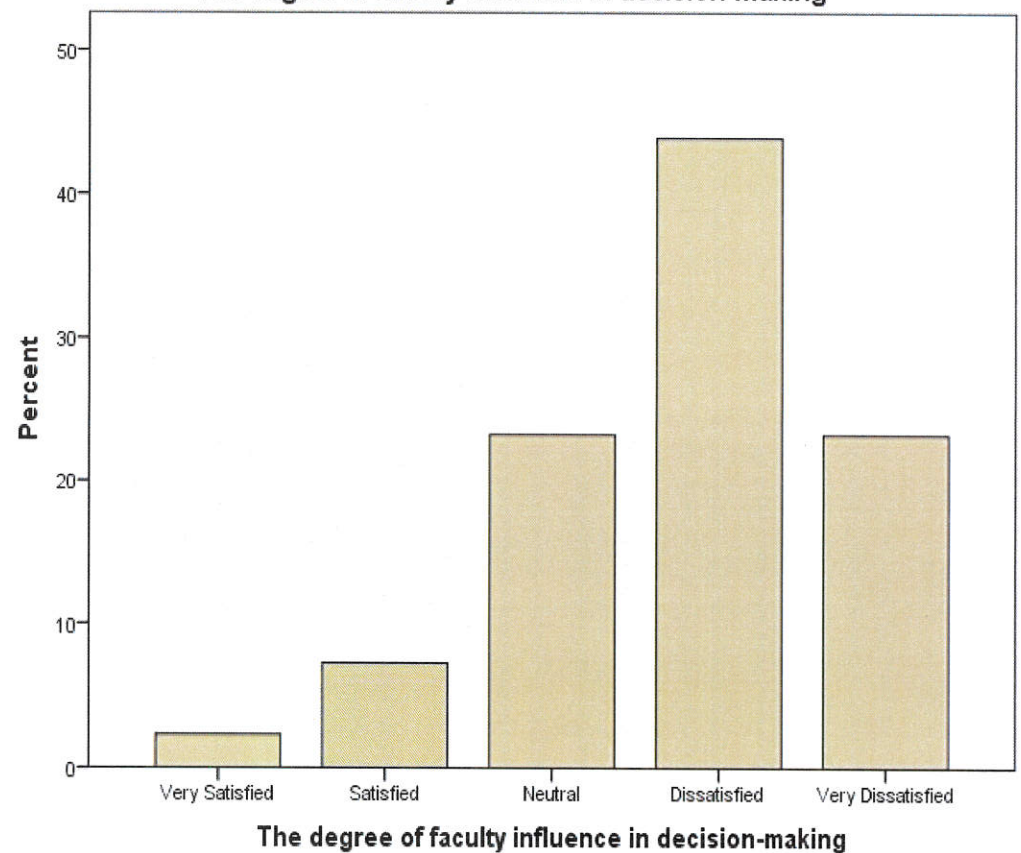
Generally, I'm satisfied with the way things are going at EMU

Shared governance?

The degree of faculty influence in decision-making

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	6	2.1	2.3	2.3
	Satisfied	19	6.7	7.3	9.5
	Neutral	61	21.4	23.3	32.8
	Dissatisfied	115	40.4	43.9	76.7
	Very Dissatisfied	61	21.4	23.3	100.0
	Total	262	91.9	100.0	
Missing	System	23	8.1		
Total		285	100.0		

The degree of faculty influence in decision-making

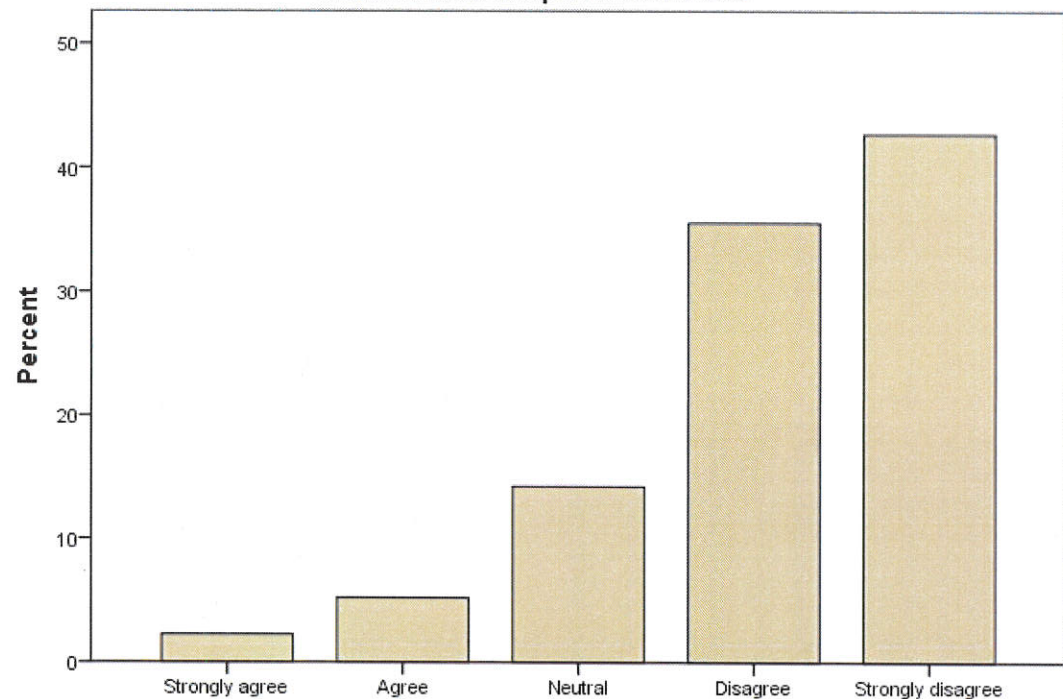


Transparency

EMU administration is transparent about the procedures, information, and reasons that shape its decisions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	6	2.1	2.2	2.2
	Agree	14	4.9	5.2	7.5
	Neutral	38	13.3	14.2	21.7
	Disagree	95	33.3	35.6	57.3
	Strongly disagree	114	40.0	42.7	100.0
	Total	267	93.7	100.0	
Missing	System	18	6.3		
Total		285	100.0		

EMU administration is transparent about the procedures, information, and reasons that shape its decisions



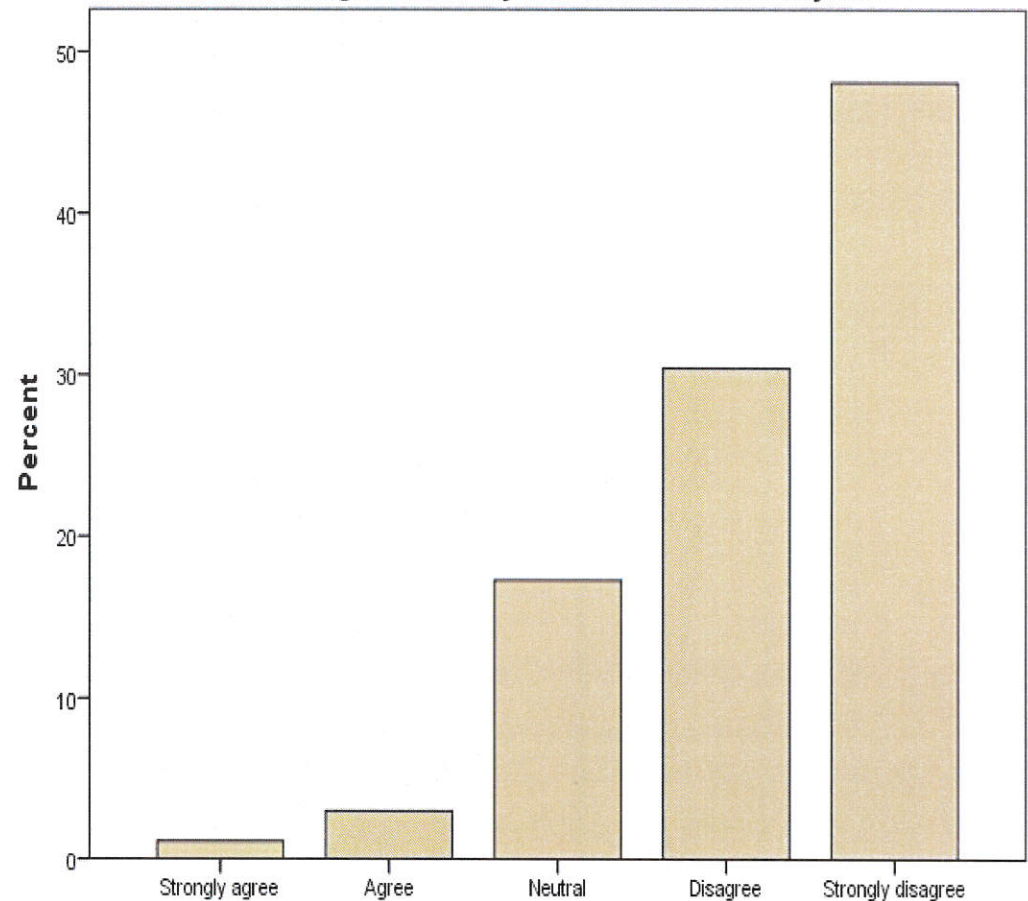
EMU administration is transparent about the procedures, information, and reasons that shape its decisions

Resources

EMU has managed university finances well in recent years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	3	1.1	1.1	1.1
	Agree	8	2.8	3.0	4.1
	Neutral	46	16.1	17.3	21.4
	Disagree	81	28.4	30.5	51.9
	Strongly disagree	128	44.9	48.1	100.0
	Total	266	93.3	100.0	
Missing	System	19	6.7		
Total		285	100.0		

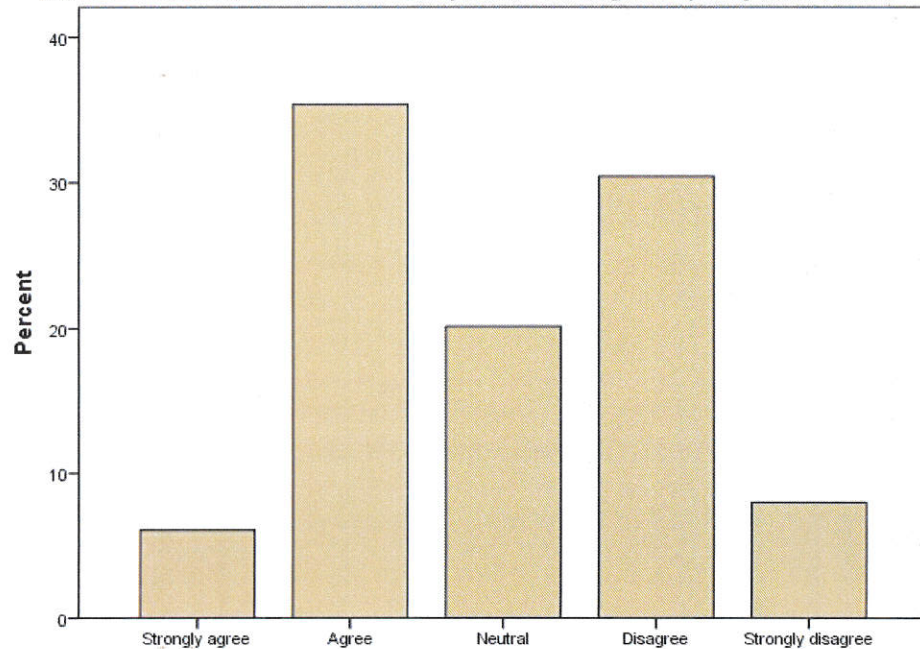
EMU has managed university finances well in recent years



EMU has managed university finances well in recent years

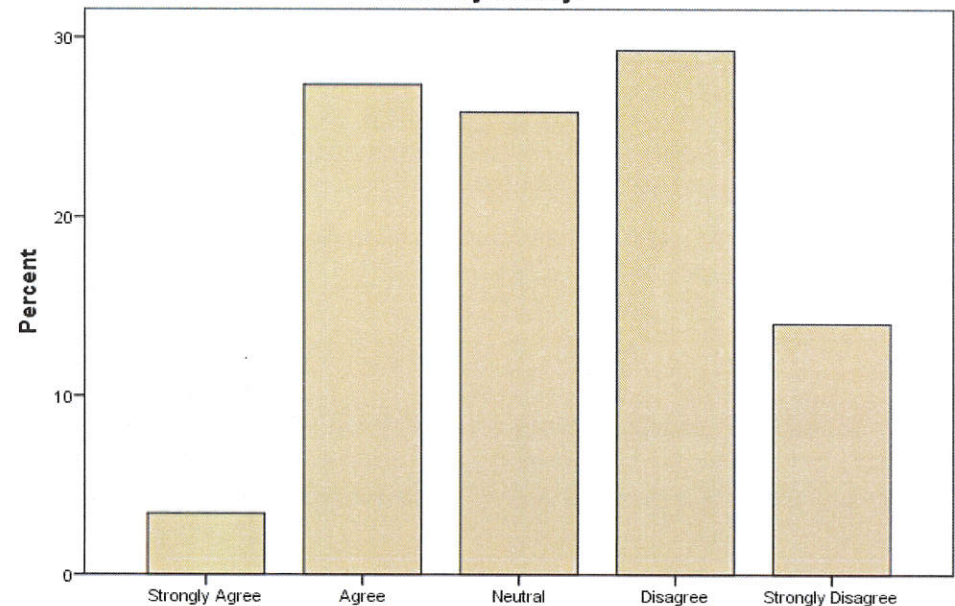
Institutional support for teaching & research

I have the tools and/or resources to provide the highest quality instruction.



I have the tools and/or resources to provide the highest quality instruction.

I have the tools and/or resources necessary to conduct research/engage in scholarly activity.



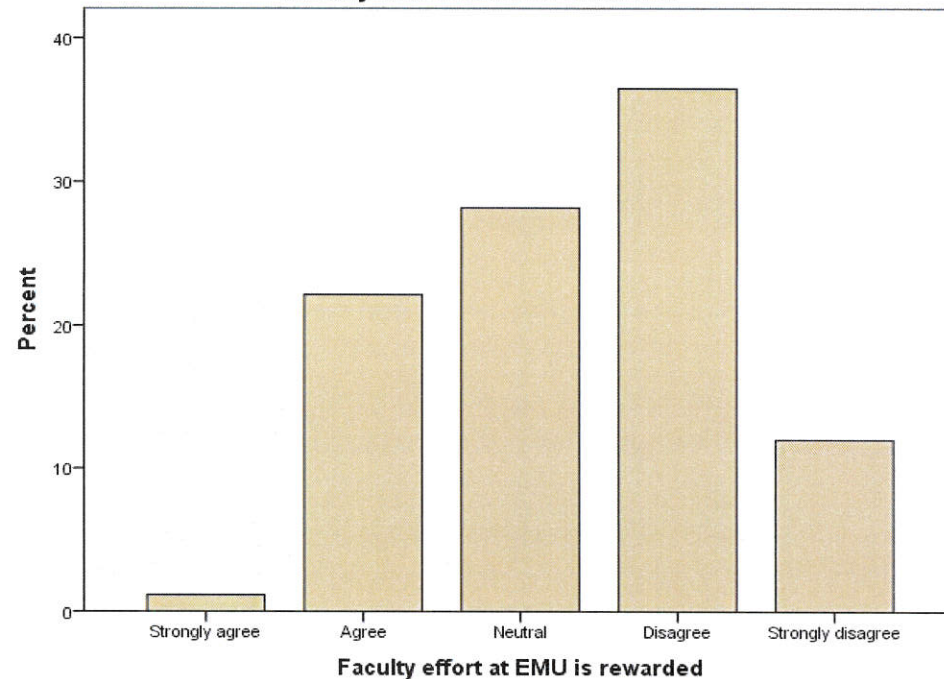
I have the tools and/or resources necessary to conduct research/engage in scholarly activity.

The declining risk/reward ratio

Faculty effort at EMU is rewarded

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	3	1.1	1.1	1.1
	Agree	59	20.7	22.2	23.3
	Neutral	75	26.3	28.2	51.5
	Disagree	97	34.0	36.5	88.0
	Strongly disagree	32	11.2	12.0	100.0
	Total	266	93.3	100.0	
Missing	System	19	6.7		
Total		285	100.0		

Faculty effort at EMU is rewarded

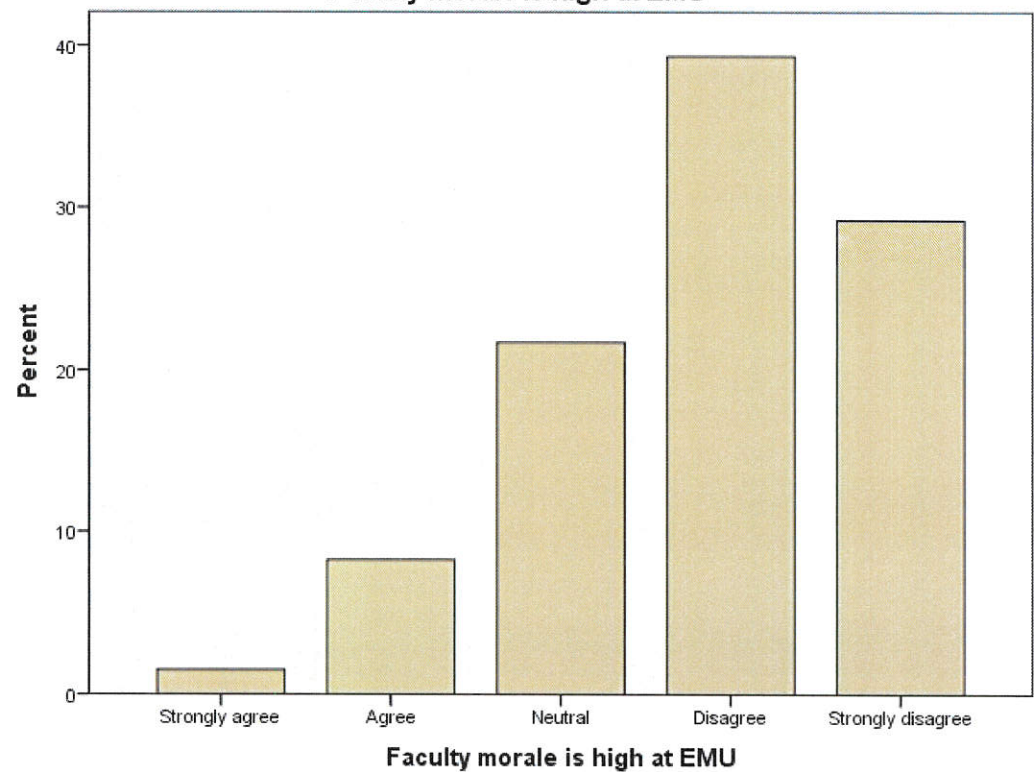


Faculty morale

Faculty morale is high at EMU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	4	1.4	1.5	1.5
	Agree	22	7.7	8.2	9.7
	Neutral	58	20.4	21.7	31.5
	Disagree	105	36.8	39.3	70.8
	Strongly disagree	78	27.4	29.2	100.0
	Total	267	93.7	100.0	
Missing	System	18	6.3		
Total		285	100.0		

Faculty morale is high at EMU

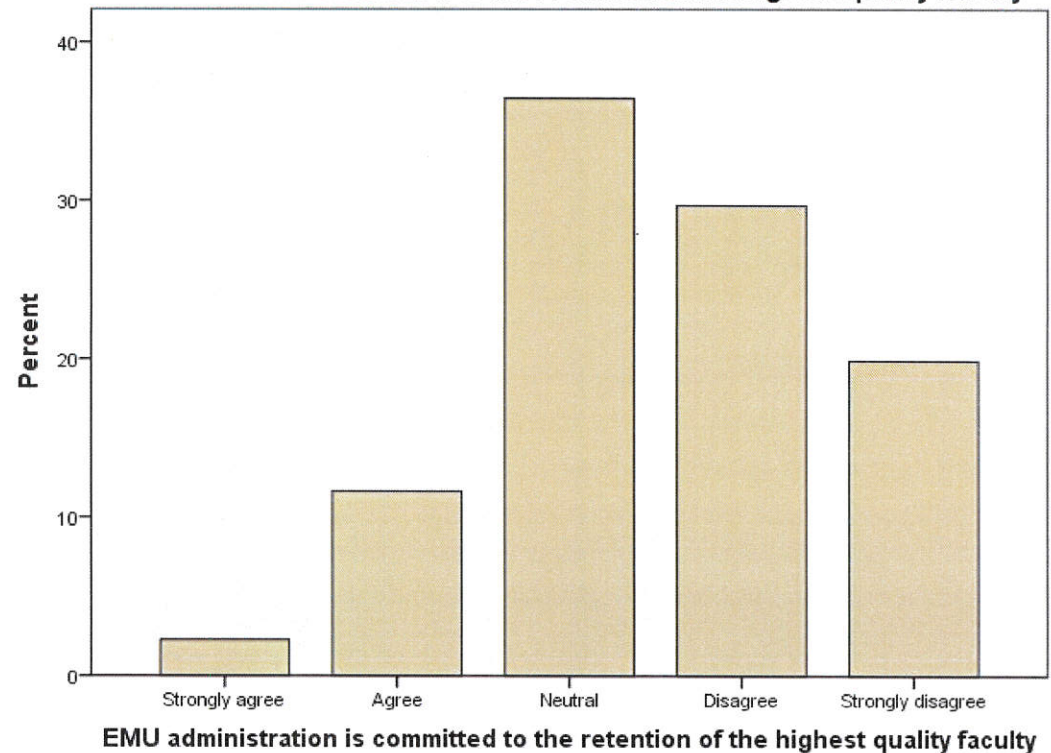


Faculty retention

EMU administration is committed to the retention of the highest quality faculty

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	6	2.1	2.3	2.3
	Agree	31	10.9	11.7	13.9
	Neutral	97	34.0	36.5	50.4
	Disagree	79	27.7	29.7	80.1
	Strongly disagree	53	18.6	19.9	100.0
	Total	266	93.3	100.0	
Missing	System	19	6.7		
Total		285	100.0		

EMU administration is committed to the retention of the highest quality faculty



Conclusion: Overcoming the impediments

- Respect shared governance and input processes
- Enhance transparency and improve communication
- Identify ways to regularly recognize and reward devotion to the mission
- Expand resources for the core mission
 - Support grant proposal development
 - Involve faculty in fund-raising, development

Thank you!

- Dave Pawlowski, Physics and Astronomy
- Amanda Stype, Economics
- Keon Pettaway, Communications, Media, and Theater Arts
- Charles Cunningham, English Language and Literature