Senate Effectiveness Survey  
Faculty Senate Institutional Advancement Committee

298 Total Participants  
College: CDM=5%; CHP=7%; COM=69%; CON=8%; SCCP=5%; DLSI=5%  
Rank: Assistant=6%; Instructor=7%; Asst. Prof.=32%; Assoc. Prof.=25%; Prof.=30%  
Role: Teaching=19%; Research=34%; Clinician=32%; Administrative=12%; Other=3%  
Time at MUSC: <3 yrs=25%; 3-7 yrs=25%; 7-12 yrs=19%; >12 yrs=31%

1) I believe the Faculty Senate represents the faculty’s best interest as outlined in the purpose statement above.
   
   - Strongly Agree = 20%
   - Agree = 54%
   - Disagree = 9%
   - Strongly Disagree = 2%
   - No Opinion = 15%

   Selected Comments:
   
   - “I believe strongly in the concept of our Faculty Senate but have considerable reservations as to the effective power of the organization.”
   - “While the Faculty Senate might aspire to do this and on paper is supposed to do it, I have always thought that it was modestly ineffective.”
   - “I think this is the intent of Faculty Senate members and leadership. Effectiveness varies with issues.”
   - “Though our representatives are diligent in reporting Faculty Senate business, I do not get the impression that the Faculty Senate as a whole advocates for our interests, more than a rather pallid representation that conforms to the administration’s directives.”

2) I am well informed about the activities of the Faculty Senate.

   - Strongly Agree = 8%
   - Agree = 37%
   - Disagree = 39%
   - Strongly Disagree = 11%
   - No Opinion = 5%

   Selected Comments:
• “Faculty Senate needs to send out monthly updates on its activities to all faculty. Unless one is in the Senate, most faculty have no idea what is being addressed.”

• “When we had a member of my division in my department I felt like I knew what was going on in the Senate. Since we no longer have a representative, I really don’t anymore.”

• “A regular Catalyst column/article would be great publicity. Emails from Dr. Mauldin are very helpful.”

3) I have found visiting the Faculty Senate website for updates on Senate activities to be useful.

- Strongly Agree = 4%
- Agree = 25%
- Disagree = 18%
- Strongly Disagree = 1%
- No Opinion = 52%

Selected Comments:

- “Too many sites to visit. Could there be more email pushing with a link or an RSS feed of updates?”

- “Attendance, lists of committees, and little sense of action, dynamics, or prevailing issues/debates.”

- “The information seems to arrive very slowly and explanations of issues are often surrounded with a lot of complexity that may make them difficult to understand.”

- “Updates to the web site are erratic. It is frequently out of date on large and small issues.”

4) I believe the Faculty Senate’s input into policies and decisions regarding faculty roles are valued by the administration.

- Strongly Agree = 11%
- Agree = 42%
- Disagree = 14%
- Strongly Disagree = 6%
- No Opinion = 26%
Selected Comments:

- “I have felt for a long time that the Faculty Senate at this institution is basically impotent with regard to administrative policies. Administration does ask for input, but does not have the patience to allow the processes within the Senate to work.”

- “I believe that this is a true statement with regard to the current administration.”

- “During this time of crisis I think the Faculty Senate has been left out of the decision process.”

5) In my opinion, the Faculty Senate is able to effectively address issues that affect my role as an educator, researcher and/or practitioner.

- Strongly Agree = 6%
- Agree = 37%
- Disagree = 23%
- Strongly Disagree = 7%
- No Opinion = 26%

Selected Comments:

- “Currently better addressed through the department structure.”

- “It would help if faculty were actively notified of ongoing issues and asked for feedback. I believe it is impractical to think that faculty will regularly monitor the website.”

- “I think the Senate is too reactive, rather than proactive in this regard.”

6) I agree that the Faculty Senate informs me of continuing educational opportunities that help me to be successful as an educator, researcher, and/or practitioner.

- Strongly Agree = 12%
- Agree = 38%
- Disagree = 24%
- Strongly Disagree = 4%
- No Opinion = 21%

Selected Comments:
• “Good PR relative to town hall meetings and some development activities.”

• “Senate does help create and support such opportunities, but could improve communication.”

• “In general, this has been true in the past. The tenure workshops that have been given by the Faculty Senate have been extremely helpful, and were of valuable assistance to me in my application and success in gaining tenure.”

7) I feel that the Faculty Senate is a proactive voice to enhance diversity at MUSC.

• Strongly Agree = 7%
• Agree = 38%
• Disagree = 14%
• Strongly Disagree = 3%
• No Opinion = 38%

Selected Comments:

• “If there is a Faculty Senate contribution to diversity, it has not been well communicated to faculty.”

• “I know that this has been the case, but I do not see much improvement in diversity as applied to the faculty.”

8) I believe that Faculty Senate activities support quality improvement activities and interprofessional collaboration.

• Strongly Agree = 10%
• Agree = 46%
• Disagree = 13%
• Strongly Disagree = 2%
• No Opinion = 30%

Selected Comments:

• “Serving on Faculty Senate is one of the most rewarding and educational ways to learn about the university as a whole and to meet and work with faculty throughout the institution.”

9) What issues should the Faculty Senate address?
Selected responses:

- Communication
- Budget crisis
- Faculty contracts
- Lack of participation in Senate
- Promotion and Tenure
- Diversity
- Salaries
- Sabbaticals
- Benefits
- Legislative action
- Health disparities
- Holding department chairs accountable
- Ways to save money
- C3 initiative
- Building and campus planning
- Parking
- Protected time for research and teaching
- Sharing of faculty across departments
- Faculty development
- Faculty mentoring
- Workshops
- IT infrastructure
- Support for new investigators
- IRB
- Graduate education
- Disparities in salaries for women
- Recruitment, development, promotion, retention of women/minorities
- Silos of power
- State institution status
- Recruitment packages

10) What steps can the Faculty Senate take to become more effective?

Selected responses:

- Organize based on representative units
- Streamline process for policy and procedure review
- Seek issues from Faculty at large
- Annual report at Faculty Convocation
- Send out regular email
- Eliminate informational presentations at Senate meetings
- Provide a more transparent account of major issues
- Send out more surveys
- More frequent/more brief updates
- Reevaluate Senate committees
- Proactive
- Engage faculty
- Online forum
- Insist on “seats at the table”
- Challenge leadership
- Minimize bureaucracy