

PIE Council Minutes
April 20, 2007
1:30 p.m.
Reneau Hall Room 404

Members Present: Irene Miller (in lieu of Jason Duffey), Eric Daffron, Shaochen Yang, Marie Byrne, Sally Pearson, Rebecca Kelly, Twila Alpe, Janie Gregg, Larry Jones, Dave Haffly, Brian Rock, Lynne Curtis, Carla Lowery, Robin Holliman, Richard Holden, Patricia Donat (Chair)

Members Absent: Nicole Dilg, James Ward, Bobby Fugitt, Mark Bean, Courtney Taylor, Cassie Derden, Perry Sansing, Nora Miller, Gary Bouse, John Davis, Claudia Limbert

Items Distributed: Agenda, Minutes of February 16, 2007, Faculty Satisfaction Survey 2007, Staff Satisfaction Survey 2007, CAAP Results Spring 2007

The minutes from the February 16, 2007 meeting were approved by Council members.

Carla Lowery presented results of the 2007 Faculty Satisfaction Survey. This year's survey had 87 participants as compared to 66 last year. The top five items with the highest satisfaction ratings were: 1) Job performance is regularly evaluated by student; 2) Provided with results of performance evaluations; 3) Familiar with sexual harassment policy; 4) Make changes based upon evaluations; and 5) Job performance is regularly evaluated by supervisor. The five items with the lowest satisfaction ratings were: 1) Salaries & compensation; 2) Funding for academic programs; 3) Appropriate number of full-time faculty for curriculum development and major review; 4) Appropriate number of full-time faculty to support University mission; and 5) Appropriate number of full-time faculty to provide effective teaching. The most used teaching methods were: 1) Lecture; 2) Discussion; 3) Demonstrations; 4) Student presentations and 5) Online. The least used teaching methods were: 1) Peer learning; 2) Simulations and games; 3) Clinicals/Internships; 4) Laboratories; and 5) Case Studies. The means of communication used were: 1) Office hours; 2) Telephone; 3) Email; 4) Webpage; and 5) WebCT. The complete PowerPoint presentation is attached.

Carla Lowery presented results of the 2007 Staff Satisfaction Survey. This year's survey had 49 participants as compared to 60 last year. The top five items with the highest satisfaction ratings were: 1) Job performance is regularly evaluated by supervisor; 2) Provided with results of performance evaluations; 3) Make changes based upon evaluations; 4) Familiar with federal law on privacy of

student records; and 5) Aware of sexual harassment policy. The five items with the lowest satisfaction ratings were: 1) Salaries are based on consideration of credentials and experience; 2) Salaries are based on job duties; 3) Staff are rewarded for improving education and training; 4) Staff are aware of how budget decisions are made; and 5) Aware of policy and procedures for handling persons with handguns on campus. The complete PowerPoint presentation is attached.

Dr. Donat presented results of the spring 2007 CAAP test. The national results of the CAAP remain consistent. MUW is scoring lower than the national results across all subtests. This is the first year we have a comparison of native MUW students versus transfer students. Native students tend to do better across all subtests than transfer students. When we look at the results by GPA, we see there is validity to the tests and our grading system, however even our best students are scoring lower than the national average. The venue for this administration of the CAAP test was changed to Nissan Auditorium where students were tested in one large group with several proctors monitoring. Even with the change of venue, the students, by in large, seemed to put forth effort on the test. Self-reported effort was higher for this administration than the last. Dr. Donat reported that participation rates are declining. The number of no-shows has increased from 10% to 30%. Council members questioned just which students must take the CAAP. Dr. Donat explained that ideally, the test is administered after a student's first two years of college. This means that the testing is done after a student has completed most of their core class requirements. Dr. Donat stated that the Core Curriculum Committee has recommended that the University pay for a student's first administration of the test. If there is any subsequent administration of the test, the student will be assessed a fee. This proposal is currently being considered by the President's Cabinet. The Council agreed that there needs to be better communication campus-wide on the significance of the CAAP test. As an incentive for CAAP participation, one student scoring in the top 50% on the spring 2007 test was chosen at random to receive a \$100 gift card from Wal-Mart (provided by MUW Foundation). This student, Mary Oyeleye, was photographed for *The Spectator* with an accompanying article on the CAAP. Also, Dr. Donat said that a link to the CAAP home page will be added to the Core Curriculum Committee website. Academic Support Services also will offer sessions on strategies for taking standardized tests prior to the fall administration of the CAAP test.

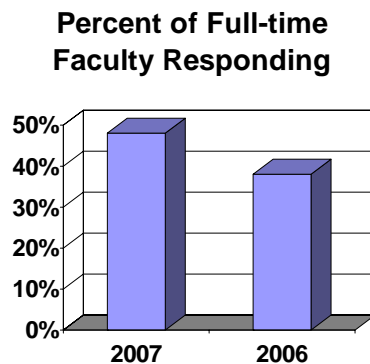
Dr. Donat closed with meeting with a preview of next year. There will be a review of the University Enrollment Management Plan and the Core Curriculum. The priorities for next year came forward from Dr. Limbert with a change in order. We have retained some priorities due to lack of progress.

Faculty Satisfaction Survey 2007

PIE Council
April 20, 2007
Presented by: Carla Lowery
Institutional Research

Respondents

- This year's survey had 87 participants compared to 66 last year.





Highest Satisfaction Ratings

<small>% represents those who selected Strongly Agree & Agree</small>	2006	2007
1. Job performance is regularly evaluated by students	97%	98%
2. Provided w/results of performance evaluations	100%	97%
3. Familiar with sexual harassment policy	99%	96%
4. Make changes based upon evaluations	97%	96%
5. Job performance is regularly evaluated by supervisor	99%	89%



Lowest Satisfaction Ratings

<small>% represents those who selected Disagree & Strongly Disagree</small>	2006	2007
1. Salaries & compensation	97%	91%
2. Funding for academic programs	57%	74%
3. Appropriate number of full-time faculty for curriculum development and major review	41%	68%
4. Appropriate number of full-time faculty to support university mission	54%	66%
5. Appropriate number of full-time faculty to provide effective teaching	47%	65%

Teaching Methods Used

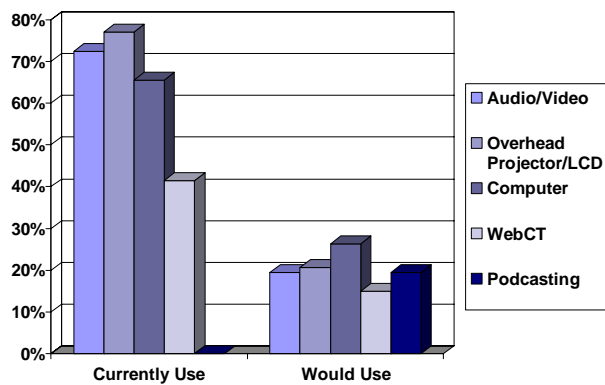
Most Used

- 96.6% Lecture
- 87.4% Discussion
- 73.6% Demonstrations
- 71.3% Student presentations
- 46.0% Online

Least Used

- 25.3% Peer learning
- 25.3% Simulations and games
- 29.9% Clinicals/Internships
- 34.5% Laboratories
- 39.1% Case studies

Instructional Aids



Means of Communication

- Office hours 90.8%
- Telephone 77%
- Email 96.6%
- Webpage 21.8%
- WebCT 36.8%
- Other 3.4%



Staff Satisfaction Survey 2007

PIE Council
April 20, 2007

Respondents

- This year's survey had 49 participants compared to 60 last year.



Highest Satisfaction Ratings

<small>% represents those who selected Strongly Agree & Agree</small>	2006	2007
1. Job performance is regularly evaluated by supervisor	97%	96%
2. Provided w/results of performance evaluations	97%	94%
3. Make changes based upon evaluations	98%	92%
4. Familiar w/federal law on privacy of student records	95%	92%
5. Aware of sexual harassment policy	98%	92%



Lowest Satisfaction Ratings

% represents those who selected Disagree & Strongly Disagree	2006	2007
1. Salaries are based on consideration of credentials and experience	68%	56%
2. Salaries are based on job duties	61%	55%
3. Staff are rewarded for improving education and training	59%	55%
4. Staff are aware of how final budget decisions are made	40%	45%
5. Aware of policy and procedures for handling persons with handguns on campus	20%	39%