

PIE Council Minutes

Friday, March 22, 2024

1:30 PM

Welty Board Room/Zoom

Members Present: Brian Anderson, Aaron Brooks, Christi Dillon, Marty Hatton, Jennifer Moore, Barry Smith, Elizabeth Fountain (proxy for Leigh Anne Puckett)

Members Present Via Zoom: Christy Dickerson, Magan Evans, Sam Garrie, Penny Mansell, Clear Moore, Anika Perkins, Stephanie Salvaterra, Tracee Watkins

Approval of Minutes

The group reviewed minutes from the October 27, 2023 meeting. A correction was noted on page 2 for Jess Harpole's name to be corrected. Barry Smith made a motion to accept the minutes with the correction and Aaron Brooks provided the second. The minutes were approved unanimously.

Discussion – Faculty/Staff Satisfaction Surveys

Members discussed results from the recent Faculty/Staff surveys shared by Jennifer Moore.

Jennifer mentioned that participation rates were down, with 39 faculty participants and 75 staff participants (26% TY compared to 41% LY). Some participants responded only to the first question and were not counted. A question was raised as to a change in the time span the surveys were available or the number of reminders sent out. Jennifer replied that there were no changes, but the low response may have been because of the issues we were dealing with surrounding the name change.

A question was asked about the response rate for the Best Colleges to Work For survey. That survey is still open, but Jennifer said she would look at it as soon as the results came in.

Faculty Survey

The faculty survey showed higher dissatisfaction than last year with the university's planning processes, budget preparation/implementation, faculty input, and whether there were sufficient funds provided for academic programs. Satisfaction was high on the questions regarding outcomes and achievement targets in departments, so it seems that while people may feel as if they do not have enough input in overall decisions, they do feel that they have input within their departments.

Dissatisfaction with salaries continue to be high, and the percentages are higher than last year (79% TY vs 67% LY).

Edits for the statement "I discuss career goals with my advisees" were discussed. A suggestion was posed to change advisees to students, to promote that our faculty have more of a mentoring role than merely an advising role with their students.

The satisfaction rate for the appropriate number of full-time faculty has improved from last year, as have the rates for faculty performance evaluations. However, dissatisfaction rates for adequate physical facilities have risen from 28% to 36%.

According to the survey, a larger percentage of faculty are unaware of the university's equipment and inventory procedures (31% TY vs 12% LY).

The final question asked participants to select the programs and services that contributed to their overall satisfaction. Educational programs, the library, and Recreational/Fitness programs were the top choices, while the bookstore was ranked very low.

Staff Survey

Dissatisfaction with budget preparation/implementation continues to be high.

Dissatisfaction with salaries being based on consideration for the employee's education, skills, knowledge, experience, etc. is a bit lower (65% TY vs 74% LY), but is still high. Participants were also dissatisfied with salary levels and feeling rewarded for improving their levels of education and training.

Satisfaction with physical facilities is up from 31% last year to 51% this year, and according to the survey, the campus needs more/better outside lighting. Feeling safe and secure on campus and awareness of the BIT Team, policies regarding sexual misconduct and Title IX were high in satisfaction. Community outreach and diversity were also ranked high in satisfaction, as were awareness of FERPA and the content of MUW's social media posts and publications.

Staff picked the Health Center, Library, and Recreational/Fitness programs as the programs and services that contributed to their overall satisfaction. Again, the bookstore made the bottom of the list.

The group suggested some edits and additions to the staff survey, particularly on professional development available to staff. One suggestion was to ask staff if they felt that the university offered/supported PD for them and if their supervisor allowed it.

Budget Narratives

Aaron Brooks met with Susan Soblely to talk about the forms that the group worked on. He said that Susan had a form that worked better, and mentioned that he would send the results of the meeting to Brian Anderson for his review.

Next Meeting

The group may meet again in May to continue discussions on Budget Narratives.

With no further business to discuss the meeting was adjourned at 2:55 pm.

Minutes respectfully submitted by Christi Dillon