Executive Summary

The overarching purpose of this survey is to uncover general concerns of the tenure track, tenured and non-tenure track faculty members and secondly, to use the data from the 2019 Faculty Senate Survey to make informed decisions on how to build a stronger and more vibrant faculty across the campus. Across TT/NTT lines, the data suggests that declining enrollment and vision are a high priority; furthermore, across the two groups, communication and salary were shared equally as a concern. Our committee recognizes that matters pertaining to salary are not a part of the Faculty Senate’s role, bargaining and contractual issues are the purview of the Faculty Association, and we simply note it in our report. The other three areas, enrollment, vision and communication are areas of opportunity to strengthen the university going forward. Based on survey and town hall feedback, the degree to which TT/NTT are involved in these areas could work to strengthen our collective vision through increased collaboration.

Study and Findings Overview

In this study, 334 (223 TT and 111 NTT) participated in a survey (seven statements on a 1-5 scale and one fill-in the blank). Faculty were asked to agree, disagree, or be neutral on the following statements:

“The morale of faculty is a problem at the University”
“I understand the vision for our university’s future”
“I trust the administration to provide honest information to faculty”
“Administrative instability is a problem for the university”
“I am certain that decreasing enrollment threatens our university”
“I am confident that the administration supports shared governance”
“There are well-articulated outcomes for the reorganization process”

and “Other (fill- in the blank).”

Across those TT members of the faulty who were surveyed, there were concerns across all seven questions and unlike NTT, TT were more consistent in their responses (and much more critical of the administration); that is, within a single question, TT were more similar in their responses vs. NTT, where the results were more distributed across the 1-5 scale. The NTT faculty were most concerned about enrollment, administrative instability, morale and the reorganization, but were neutral on trust of the administration, administrative support of shared governance and vision for the university. For question eight where TT and NTT faculty could fill in the blank, the most consistent set of words expressing concern mentioned across both groups in the survey were salary and communication. Additionally, TT and NTT faculty were asked to rank (1-7) the questions. Across those groups, the top two survey results were declining enrollment and lack a vision for the university.
Overall, the faculty findings (both TT and NTT) suggest a need to build trust between the administration and faculty and continued skepticism about reorganization. When asked whether they “trust the administration to share honest information,” 26% agreed, 52% disagreed (the rest were neutral). In other words, by a 2:1 margin, faculty do not trust the administration to share honest information honestly.

When presented with the statement “there are well-articulated outcomes for reorganization,” only 9% agreed, while 66% disagreed. This is remarkable given that reorganization is in its third year. Whether this finding is related to lack of trust in the administration to share “honest information” might be explored.

When presented with the statement, “the administration supports shared governance,” 18.5% agreed, 50.75% disagreed.

While there is consensus about the threat declining enrollment poses to the future of SIUC, and also concern about a lack of vision, the above questions related to the faculty-administration relationship indicate a need to work on trust. What steps might both sides take to rebuild a shared governance model that clearly is not working as well at it should?