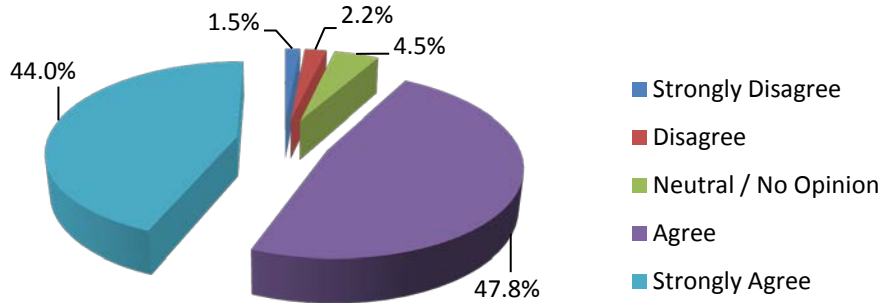


# CLIMATE SURVEY

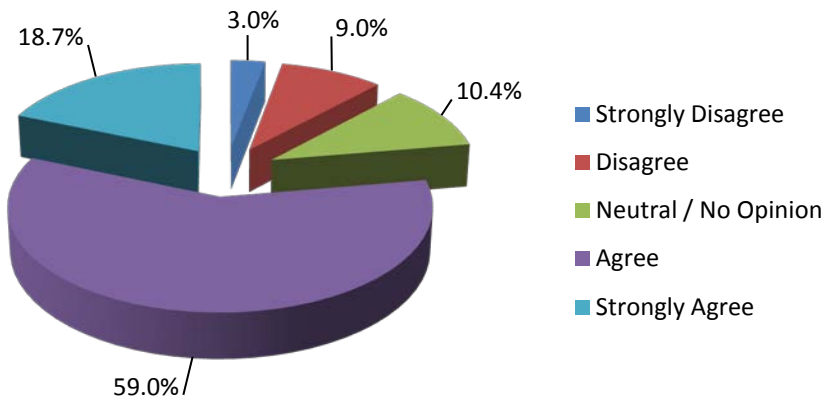
## Introduction:

Between March 25, 2013, and April 18, 2013, a climate survey was performed amongst all full-time permanent and temporary professional staff regarding their perceptions as to the effectiveness of college governance within various entities including the Faculty Senate executive committees. Out of 295 people who were invited to participate, a total of 134 people participated in this survey. The following are graphs generated from the percentages reported as responses to each question. Comments associated with specific questions are unchanged, including spelling and grammatical errors; however, any specific names have been removed.

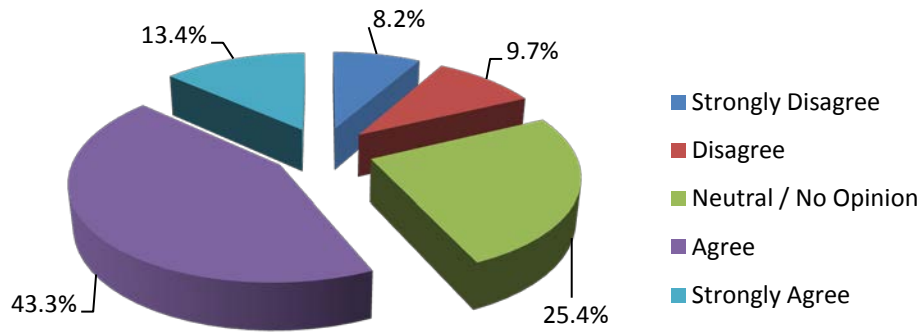
1. I believe that the TMCC Faculty Senate has a role to play in college governance:



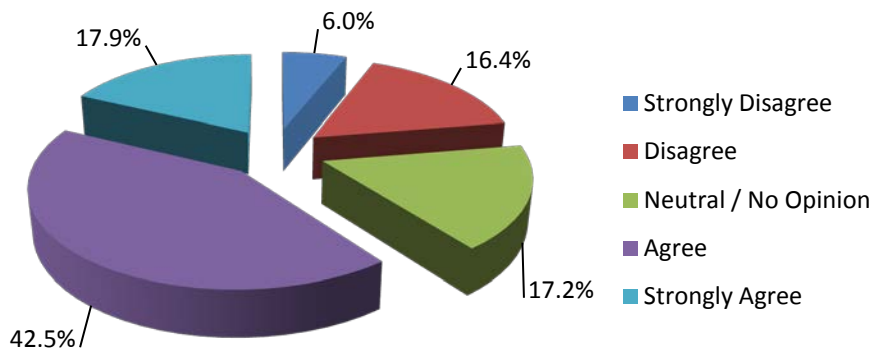
2. I believe that Faculty Senate plays an active role in developing the policies and procedures by which the college operates.



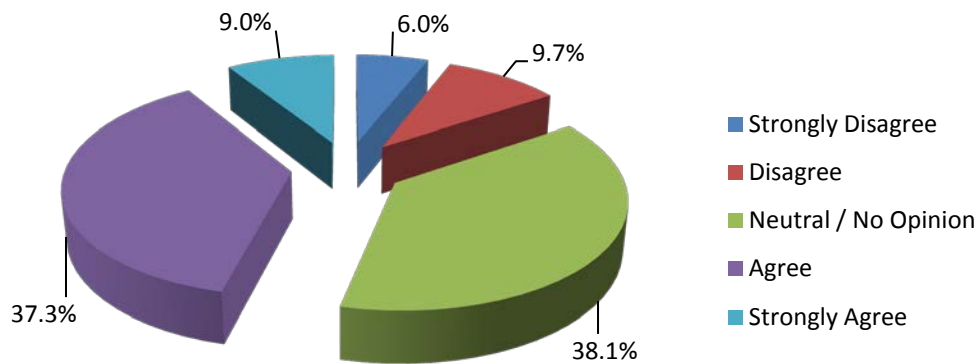
3. I believe that Faculty Senate plays an effective role in college governance.



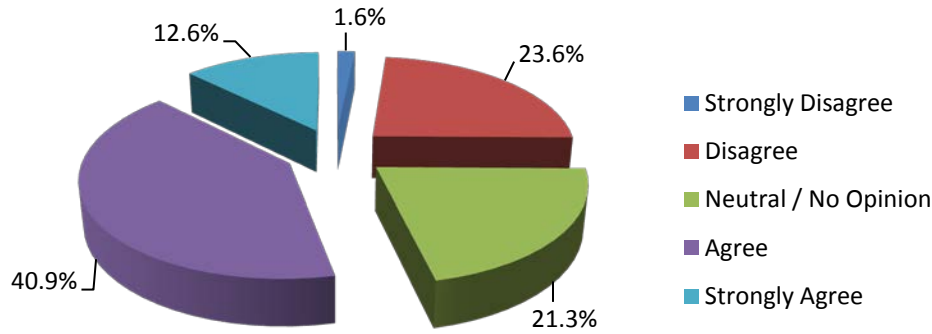
4. I understand the duties/responsibilities of the Curriculum, Assessment and Programs (CAP) Committee and its chair.



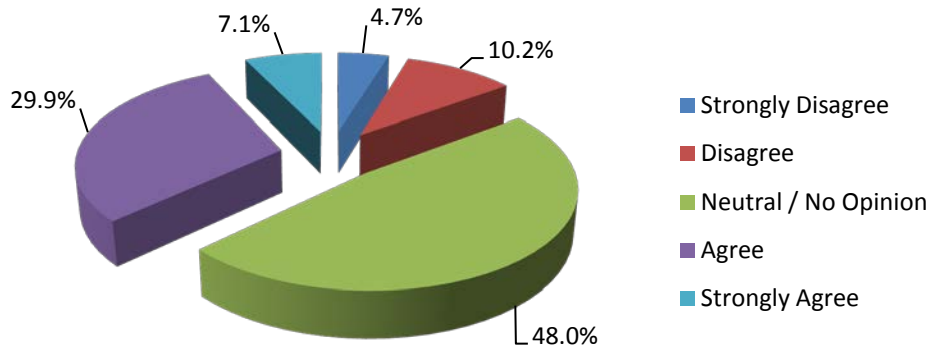
5. I believe that the CAP Committee is effective in carrying out its duties/responsibilities.



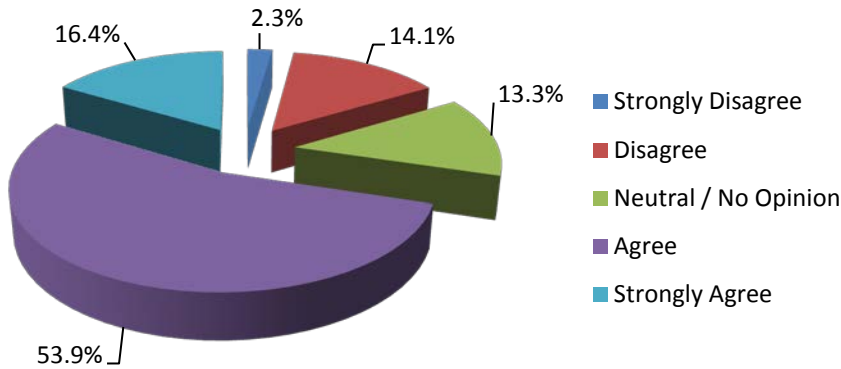
6. I understand the duties/responsibilities of the Salary, Benefits and Budgetary Concerns Committee and its chair.



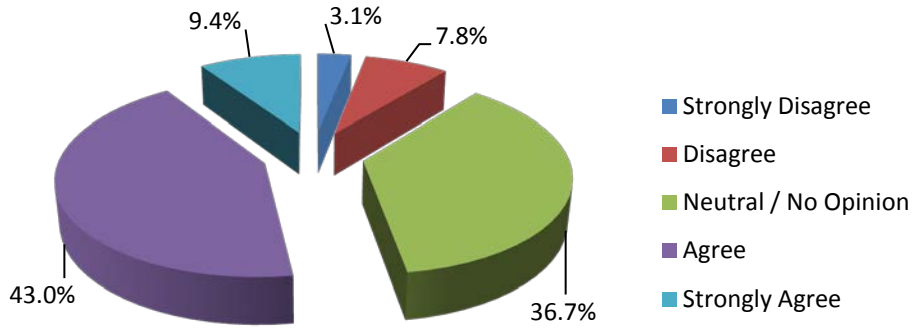
7. I believe that the Salary, Benefits and Budgetary Concerns Committee is effective in carrying out its duties/responsibilities.



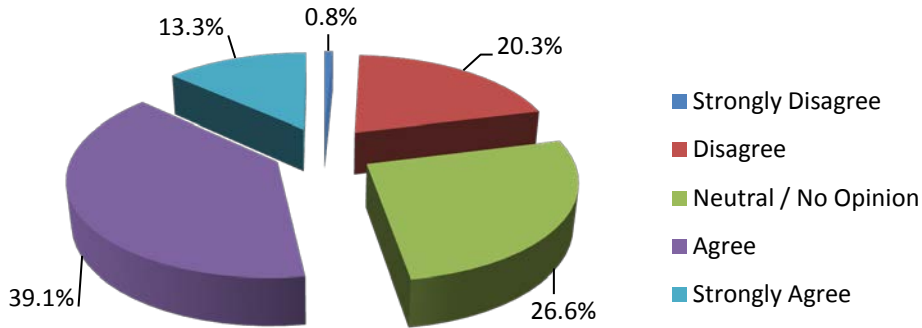
8. I understand the duties/responsibilities of the Student Learning Outcomes and Assessment (SLOA) Committee and its chair.



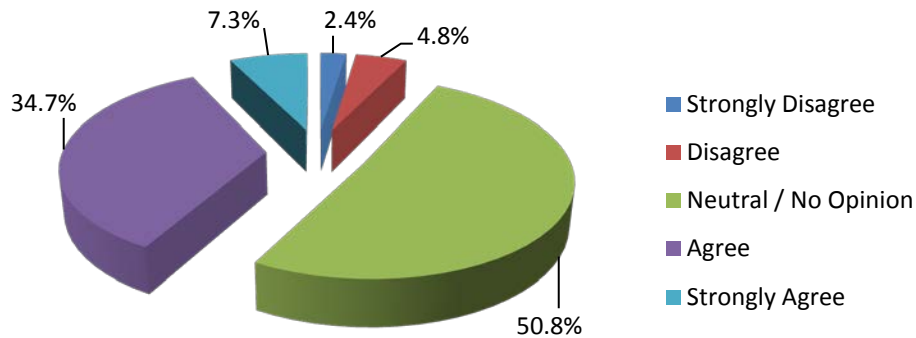
9. I believe that the SLOA Committee is effective in carrying out its duties/responsibilities.



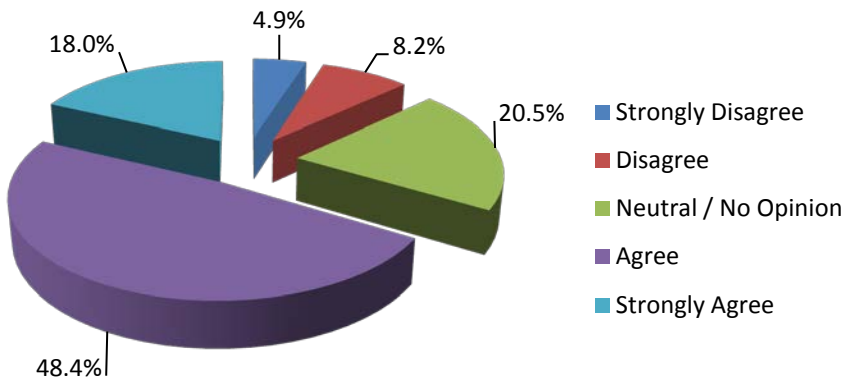
10. I understand the duties/responsibilities of the Professional Standards Committee and its chair.



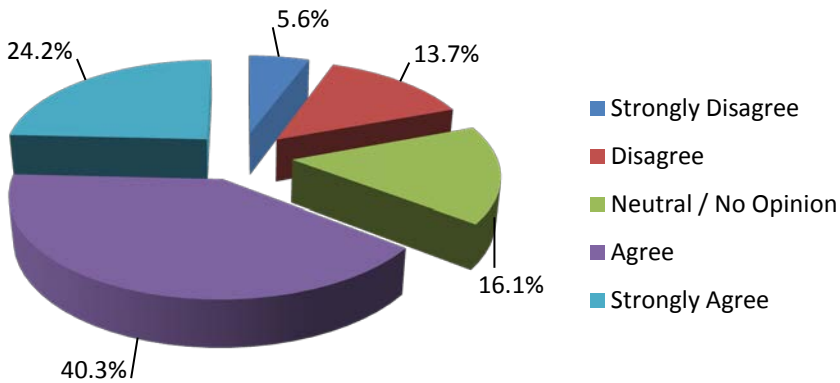
11. I believe that the Professional Standards Committee is effective in carrying out its duties/responsibilities.



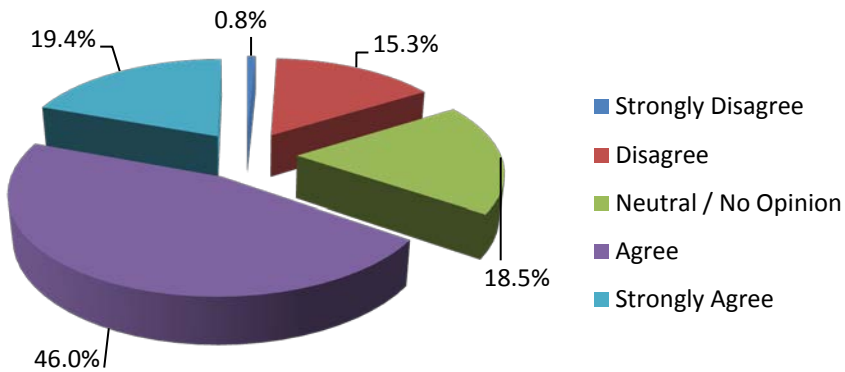
12. I believe that Faculty Senate plays an effective role when it comes to recommending academic policies to the Vice President of Academic Affairs (VPAA) and to the college President.



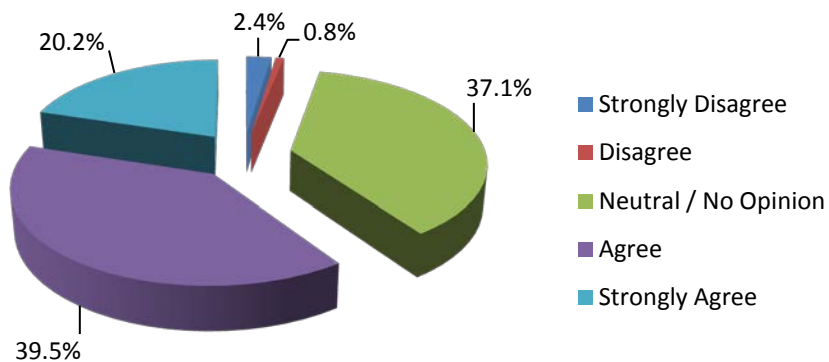
13. I believe that Faculty Senate plays an effective role when it comes to advocating for faculty and faculty concerns.



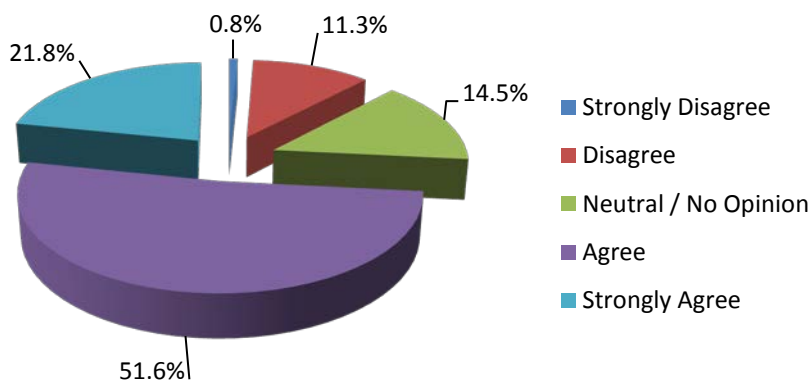
14. I understand the duties/responsibilities of the Faculty Senate Chair-Elect.



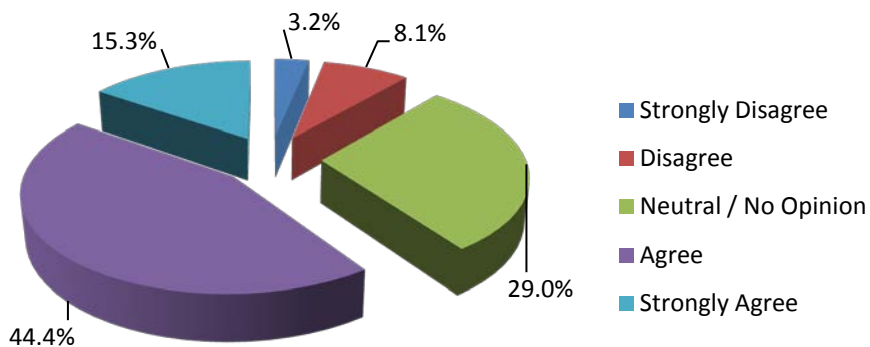
15. I believe that the Chair-Elect is effective in carrying out his duties/responsibilities.



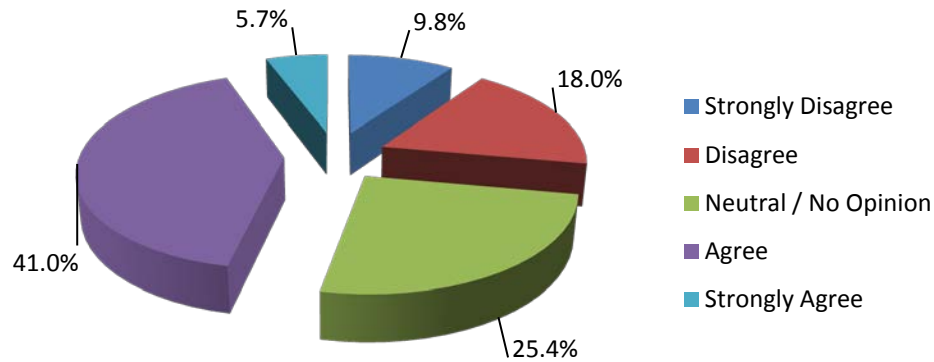
16. I understand the duties/responsibilities of the Faculty Senate Chair.



17. I believe the Faculty Senate Chair is effective in carrying out his duties/responsibilities.



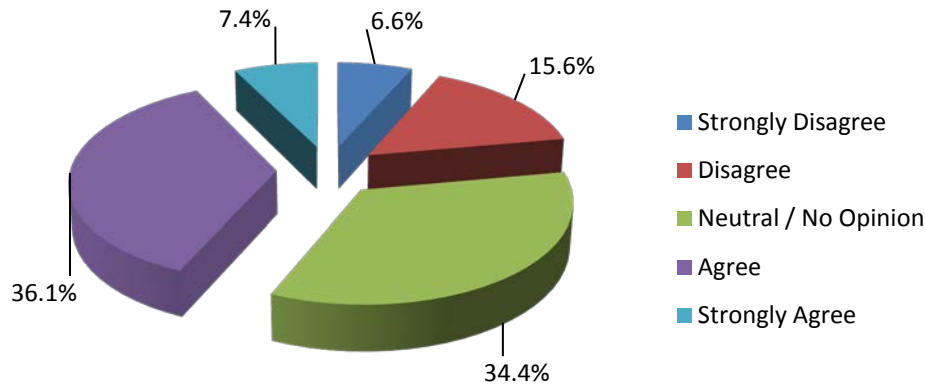
18. I believe TMCC has an effective shared governance structure.



Comments associated with question #18 (24 comments):

- I believe that the president responds to the Faculty Senate. Other presidents have not been as receptive.
- Deaf ears
- no thanks...
- Shared governance means the faculty senate supports whatever the administration tells the senate to support
- There is no shared governance at TMCC. Deans are not involved as advocates for faculty.
- Administrative Faculty are treated poorly and have no strong representation or support.
- No transparent decisions. Most decisions happen behind closed doors.
- It is a tiered system with admin at the top, then tenured faculty, then other faculty, EXCEPT temporary/part-time - 70% of faculty, lowest paid, with no benefits, no job security, no voice. This is highly demoralizing.
- There are too many committees, organizations and other bodies that conflict with FacSen.
- At times it feels as though the Faculty Senate just plays lap dog to the President and rolls over on college and governance issues.
- could be much stronger
- "sharing" something that is technically owned by only one party leads to the issues faculty typically complain about.
- Many other institutions have a "College Senate" instead of a faculty senate where members are more equally divided between faculty, administration, classified, student and community personnel.
- Needless split with union. Neither, however, effective for the major issues.
- Faculty Senate is only a recommending body. In recent years, Faculty Senate leadership seems more concerned with towing the line for the administration than in representing faculty concerns.
- The structure is sometimes dysfunctional.
- I think faculty and classified think they have shared governance, but the reality is administration always just do what they want.
- Deans and above don't take the Senate seriously.
- Administrators ask our opinions but then do whatever they want.
- Shared governance is a term used, not a policy followed. We are still too much top down when it comes to decision making.
- TMCC is broken. Only a new president and a new faculty senate chair have even a hope of fixing it. Maria Sheehan has run roughshod over the faculty, yet one chair after another has knuckled under to her and enabled her. That has to stop.
- I don't have a complete grasp on it and so would not be qualified to answer this.
- Only a few faculty members participate in the faculty senate and its committees (the same people year after year). Many of these participants are difficult people with axes to grind rather than folks interested in the well being of the college and its faculty.
- Really not sure.

19. I believe faculty are adequately represented on college institutional committees such as the President's Advisory Council and the President's Cabinet.

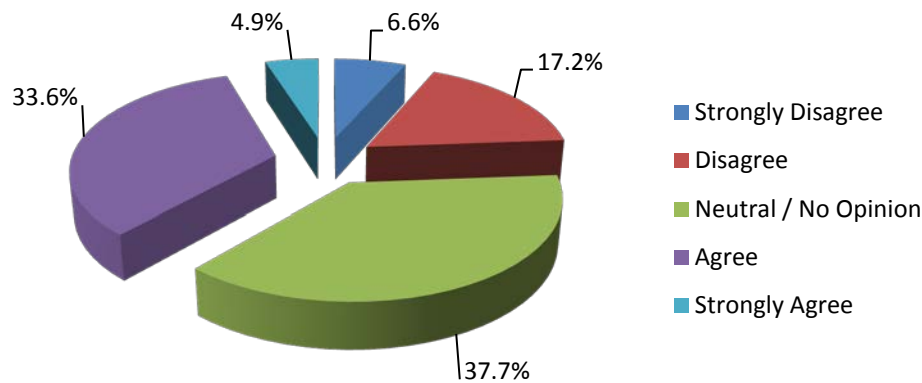


Comments associated with question #19 (14 comments):

- ditto...
- We have only token membership.
- Administrative Faculty are underrepresented.
- If this statement were true, I don't believe faculty would have experienced such dramatic cuts to pay and benefits.
- However, when placed on college committees as a new faculty there is no training or orientation whatsoever. It seems a waste of time to go to meetings where I don't understand what I am supposed to be doing or accomplishing as a member of the group. Therefore, it feels like a waste of time that could be much more well spent in carrying out my primary job responsibilities.
- could be much stronger
- I'm not sure who is on that committee so I can say yes or no.
- We never hear from the faculty representation on the President's Advisory Council and President's Cabinet.
- There are committees that are more weighted toward administrators instead of teaching faculty.
- Constituents are not adequately informed and if they are, they don't respond.
- What about the Professional folks, those that work 12 months per year and have no representation????
- This is a closed system, and it produces the results one would expect: with no real consultation with the faculty at large, a few hand-picked insiders produce disastrous policies that are destroying the college. There is no real communication at TMCC, and there has been none for 5 years.
- I don't have a complete grasp on this matter.
- One or two representatives on large committees are ineffective.



20. I believe that TMCC Faculty Senate and Nevada Faculty Alliance (NFA) work together effectively to advance faculty issues.



Comments associated with question #20 (17 comments):

- Faculty Senate and NFA are concerned with quite different priorities; together though they seem to well represent faculty interests
- wash, rinse, repeat...
- I wish we didn't have NFA.
- The Faculty Senate and NFA appear to operate independently.
- Both need to be aware of what the other is doing, they don't seem to do this now.
- Administrative Faculty are treated poorly, have no strong representation or support and have no recourse.
- Perhaps if they worked together more effectively, faculty would not have experienced such dramatic cuts to pay and benefits. Or perhaps their pleas fall on deaf ears.
- There is no college wide representation on the NFA ... It is a selective cabal of malcontents
- They do work together but could work even closer to be stronger advocates for the faculty.
- could be much stronger
- no reason for this relationship to have been strained in the past
- I've been at TMCC for seventeen years and have served as a senator and as a member or chair of several of its committees. I am continually disappointed in how FacSen caters to the whims of an out-of-touch administration.
- Sometimes, they collude too much. It would be nice if NFA and Faculty Senate worked together but more separately, especially while the FS leadership is focused on doing what administration wants instead of representing faculty needs.
- They try, but administrators and legislators do whatever they want.
- These are tough times. Still, both groups seem all too eager to settle for crumbs.
- They often work against each other
- Really not sure.

21. General comments (12 comments):

- Admin is deaf. Could not care less is my impression. I witness no effective roots level communication between admin (exception -- ) and faculty/students. Room for improvement is necessary
- no comments
- NSHE and TMCC are in difficult positions with the state wide budget. My sense is that our TMCC advocacy is working as well as it can work in these difficult times.
- Nevada is losing talented instructors looking for just compensation for their skills and abilities. It's demoralizing to realize one can't advance here.
- Until recently I did not understand that administrative faculty were connected to faculty senate, I thought the organization only represented academic faculty. I am still not certain how I am represented as administrative faculty
- Someone should have the responsibility on each committee to orient new faculty to the role of the committee and to the new individual's role particularly. There are plenty of veteran faculty who have been on all the committees and understand their processes, but new people have no idea. Yes, I have asked and have still received little if any response. It leaves one feeling like an outsider wondering what it is all about and why the waste of time. And why are so many people needed on a committee where it feels like only a few are doing the work because they are the ones who understand the purpose?
- It's important that protocols are followed. There have been reports in the newspaper saying that the Faculty Senate was behind this or that without any vote of the faculty or their representatives. Some senators do not adequately represent their departments or areas. There needs to be more emphasis on this as a representative system.

- I see where teaching faculty salaries are being addressed, yet professional/administrative faculty are not being addressed at all. Admin faculty took a cut in pay a year earlier than teaching fac, and we have the same issues with pay not being equitable...
- Please stop enabling the President. Look at College of the Desert and what happened there. That is the definition of failed leadership. Start pushing for a new president and a new PROCESS for selecting the next one: a process where faculty get to have a real say, not just a pro forma approval of preselected candidates.
- I appreciate being included and want to become involved, when I have more information.
- The TMCC faculty senate is in need of a complete overhaul. It is based on an old model, and it no longer functions well in a 21st century world. Unfortunately, as is the case with all bureaucratic structures, it will not reform itself because the minority in control of it will not relinquish control. Let me offer two examples of its ineptitude. First, the faculty senate actually approved the recent reorganization of the college despite a college-wide petition campaign against it. This reorganization was costly and puzzling (ask the new VPAA for confirmation of this). Second, the faculty senate actually approved the new salary structure that results is a permanent pay cut (the step system was a wonderful benefit that protected faculty against inflation). If the senate will approve these—both harmful to faculty in the extreme—what point is there to having it?
- CAP sees itself as completely autonomous and as such, sometimes a lot of time is spent discussing and working through issues that would have been resolved much more quickly if leadership is consulted beforehand.