

Faculty Senate Minutes
3/5/2025
Noon-1 p.m.
Mill 201

Senators in attendance: S. Risser, S. Rosenthal, D. Autenrieth, A. Traut, S. Juskiewicz, L. Granger, L. Buckley, J. Kirtley, D. Reichhardt, B. Pramanik, J. Cornish, M. Egloff, C. Faught

- I. The meeting was called to order and the minutes were reviewed. A motion was made and seconded to approve the minutes. That motion passed without discussion.

Action Items

- II. CRC Recommendations were not discussed. They will be brought forward at the next meeting.
- III. Research Advisory Committee – Safety Concerns noted by campus constituents were not discussed. This topic will be discussed at the next meeting.

Information Items

- IV. The Faculty and Staff Climate Survey AY 23/24 results were discussed. Faculty will bring the results back to departments for discussion.

Discussion Items

- V. Athletic Director Matt Stepan led a discussion regarding the excused absence policy and other matters.
- VI. An update was provided on the Chancellor search, and three proposed resolutions related to the search were discussed, as follows.
 - a. Proposed resolution to suspend
 - b. Proposed resolution for future search contracts
 - c. Proposed resolution for reduction of management unit investigation

No motions were made regarding the proposed resolutions.

- VII. For the Good of the Order – no new motions were raised.
- VIII. The meeting adjourned at 12:48pm

Faculty and Staff Climate Survey AY 23/24

154 Responses – 48% Staff, 46% Faculty, and 6%

Listed Scores are percent of respondents who agree with each statement.





Here's the updated table with color coding in the "Difference (2024 - 2021)" column:

- **(Green):** Positive change (Increase)
- **(Red):** Negative change (Decrease)
- **(White):** No change

Statement	2021 Tech	2024 Tech	Difference (2024 - 2021)
Management keeps me informed about important issues and changes.	57	56	● -1
Management makes its expectations clear.	52	56	● +4
I can ask management any reasonable question and get a straight answer.	59	57	● -2
Management is approachable, easy to talk with.	63	65	● +2
Management is competent at running the business.	59	48	● -11
Management hires people who fit in well here.	56	52	● -4
Management does a good job of assigning and coordinating people.	50	47	● -3
Management trusts people to do a good job without watching over their shoulders.	70	68	● -2
People here are given a lot of responsibility.	80	83	● +3
Management has a clear view of where the organization is going and how to get there.	53	44	● -9
Management delivers on its promises.	53	46	● -7
Management's actions match its words.	57	46	● -11
I believe management would lay people off only as a last resort.	59	53	● -6
Management is honest and ethical in its business practices.	65	53	● -12
Our executives fully embody the best characteristics of our company.	61	47	● -14
Credibility Average	59	55	● -4
I am offered training or development to further myself professionally.	56	57	● +1

Statement	2021 Tech	2024 Tech	Difference (2024 - 2021)
I am given the resources and equipment to do my job.	73	79	● +6
Management shows appreciation for good work and extra effort.	58	57	● -1
Management recognizes honest mistakes as part of doing business.	61	56	● -5
We celebrate people who try new and better ways of doing things, regardless of the outcome.	43	51	● +8
Management genuinely seeks and responds to suggestions and ideas.	50	53	● +3
Management involves people in decisions that affect their jobs or work environment.	50	48	● -2
This is a physically safe place to work.	85	80	● -5
This is a psychologically and emotionally healthy place to work.	56	57	● +1
Our facilities contribute to a good working environment.	57	53	● -4
I am able to take time off from work when I think it's necessary.	84	77	● -7
People are encouraged to balance their work life and their personal life.	55	57	● +2
Management shows a sincere interest in me as a person, not just an employee.	52	57	● +5
We have special and unique benefits here.	61	57	● -4
Respect Average	60	60	○ 0
I feel I receive a fair share of the profits made by this organization.	26	14	● -12
People here are paid fairly for the work they do.	27	24	● -3
Everyone has an opportunity to get special recognition.	50	52	● +2
I am treated as a full member here regardless of my position.	62	73	● +11
Promotions go to those who best deserve them.	42	35	● -7
Managers avoid playing favorites.	47	44	● -3
People avoid politicking and backstabbing as ways to get things done.	40	43	● +3
People here are treated fairly regardless of their age.	69	68	● -1
People here are treated fairly regardless of their race.	79	68	● -11

Statement	2021 Tech	2024 Tech	Difference (2024 - 2021)
People here are treated fairly regardless of their gender.	66	62	● -4
People here are treated fairly regardless of their sexual orientation.	79	62	● -17
If I am unfairly treated, I believe I'll be given a fair shake if I appeal.	50	41	● -9
Fairness Average	53	49	● -4
I feel I make a difference here.	77	82	● +5
My work has special meaning: this is not "just a job."	73	73	○ 0
When I look at what we accomplish, I feel a sense of pride.	81	79	● -2
People here are willing to give extra to get the job done.	63	69	● +6
People here quickly adapt to changes needed for our organization's success.	42	43	● +1
I want to work here for a long time.	68	70	● +2
I'm proud to tell others I work here.	78	75	● -3
People look forward to coming to work here.	57	59	● +2
I feel good about the ways we contribute to the community.	79	78	● -1
I would strongly endorse my company to friends and family as a great place to work.	65	66	● +1
Our customers would rate the service we deliver as "excellent."	71	71	○ 0
Pride Average	68	70	● +2
I can be myself around here.	70	70	○ 0
People celebrate special events around here.	61	67	● +6
People care about each other here.	67	76	● +9
This is a fun place to work.	59	66	● +7
When you join the company, you are made to feel welcome.	75	74	● -1
When people change jobs or work units, they are made to feel right at home.	66	39	● -27
You can count on people to cooperate.	54	63	● +9
Camaraderie Average	65	65	○ 0

Statement	2021 Tech	2024 Tech	Difference (2024 - 2021)
Taking everything into account, I would say this is a great place to work.	65	73	 +8
Average of all Great Place to Work® Model© Statements	61	58	 -3
It is easy to collaborate with members from different teams or departments.	47	56	 +9
It is easy to collaborate within work groups.	65	70	 +5