

Envision 2.0 Faculty Survey Results: Transformational Experiences

Questions	Responses	Least important	Slightly important	Very important
Determine how and why faculty/staff stay or leave.	N=90	N=28 31%	N=34 38%	N=28 31%
Create salary schedules competitive with other colleges of education.	N=90	N=26 29%	N=12 13%	N=52 58%
Promote a greater sense of collegiality and professional affiliation and belonging.	N=88	N=26 30%	N=33 38%	N=29 33%

Comments:

They leave due to low pay and lack of morale .

When collaborating in meetings, truly listen when feedback is different.

I think current faculty and staff are our biggest recruiters because we can talk about our experience firsthand!!

Develop a culture in which input from faculty and staff outside (i.e., non-SFA alum, minorities, ect.) are valued rather than dismissed and met with resistance because the perspective is different. Re-consider work load policy, especially in circumstances that do not meet the traditional definition of TLCs in ALL programs - not just teacher preparatory programs (i.e., practica, internship, administrative duties, ect).

Why would a person come to SFA when they can make more money elsewhere? Minority applicants are in high demand and, as such, require high salaries to attract, especially since the faculty benefits packages at SFA are horrible when compared to other universities.

High quality faculty are attracted to working with high quality faculty. SFA/PCOE needs to address the expectation for high quality within the current faculty.

I was told by the majority of the faculty in my program that I was working too hard on research and that all I had to do was get SFA's name on a program or two and publish a paper in any journal because everything counted the same. I am currently looking for an institution where research is valued as much as teaching.

These are all equally important and should be done.

Removing the ever increasing assessment duties from the faculty would greatly improve in acquiring and retaining!

The nature of # 1 leaves current faculty '- who are slotted at a rate '- outside of this equation. Newer folks are making more or as much as many with experience....

High quality faculty can be attracted by strongly supporting faculty research.

I'm hoping you have a magic wand to fix this one...