

### Envision 2.0 Faculty Survey Results: College Culture

Questions	Responses	Least important	Slightly important	Very important
Improve communication.	N=90	N=20 22%	N=33 37%	N=37 41%
Provide opportunities for open, collaborative, and engaged discussion.	N=94	N=33 35%	N=35 37%	N=26 28%
Invest in people through targeted resources.	N=101	N=37 37%	N=26 26%	N=38 38%

#### Comments:

I've been at SFA for 8 semesters and we are definitely collaborating more.

Increase knowledge of programs outside of education and teacher preparatory programs, increase positive recognition of effective leadership and/or effective teams that moved a plan from thoughts to actions; Develop a culture that values differences and perspectives that are inconsistent with the current majority - in many cases, system change/growth happens when the minority perspective is supported.

Hire and retain more diverse individuals that bring expertise and an outsider perspective to SFA.

More transparency is needed. The college continues to be run in a top-down manner, which cultivates a culture of fear and mistrust.

There is no college culture ... there is Dean Culture. Look around the room. There is no College Culture.

There is only Dean/Administrative Culture! Look around the committee room. How many administrators are there? How many faculty?

Is the ration on the committee anywhere close to the ratio in the college? Who chairs the committee? Who chose the chair? Who chooses the agenda?

Quit using the terms equitable or transparency if you are not going to be fair and transparent.

Empower faculty to have a voice.

All of these are equally important for college culture.

Accommodate busy teaching schedules of faculty and staff members.

Provide incentives for participation, as well as opportunities for true diversity, welcoming all points of view regardless personal feelings.

Return the focus to the student and faculty as our most valuable resources

Create a positive atmosphere.

Encourage peer mentorship

College culture should be primarily about creating a culture of research and corresponding creative expression of scholarship to transform the local community and national culture.

Communication is key

Not sure what "invest in people through targeted resources" actually means, but if it means providing training, please remember that the topic needs to be useful to all, not just faculty teaching education courses.

There are programs within the COE that do not focus on teacher certification or public schools