

# TRUMAN AAUP ANNUAL SURVEY OF FACULTY

## FISCAL YEAR (Spring) 2001

### COMMENTS (identified by arbitrary survey number assigned for data entry)

**3**

Why do we tolerate union wage scale worker in our physical plant who do very little work to preserve and maintain our physical campus? If the taxpayers could see how we neglect the new buildings and renovations we are given, we would never be permitted any improvements to our physical campus

**5**

I do not support the proposal for (+/-) revisions to the current grading system. One survey item should address this point

**7**

Q14: Not when each division is assigned a ?????

**23**

Q1: I think the administration is doing what it can the faculty role in developing a liberal arts culture is lagging behind in many ways.

Q2: Again it seems the financial incentives and other administrative efforts are really quite progressive. As a faculty more of us could get on board and respond

Q3: Assessment is appropriately collected and reported but many of us just don't look at it or consider its implications. The administration has tried to get us to consider it through faculty development and planning workshops and the DAP. Those who read portfolios and interviews are more likely to be reflective in its use

Q4: We also need student incentives for the Jr. Exam on general education

**39**

Having in large measure achieved the "Liberal Arts and Sciences" mission, we need to devote resources to the "Public" mission. We need to serve our students in needs or we will be expounding the LAS in empty classrooms. A business minor should be our #1 priority, followed by a separate school of journalism, then allocation of # of faculty to # of students enrolled in major.

**47**

Q3 : Lots of error in [assessment] Data

Q4: No one knows?

**48**

Q16 : If we have to ??? Tests

**54**

Q2 : Better with Christiansen than before

**57**

Q13 : Haven't checked

**71**

In general, I want to see better improvement in salaries and pay scale for all workers (Janitors through Full professors) Also we need to have better support for athletics (financially and

otherwise). When will we recognize that student athletes are graduating at a higher rate than the rest of the student body? Why is that? Also I want admissions to be held responsible for our enrollment problems. Why is enrollment going down when Internet is up? If I were being paid what some of our top admissions people are being paid, I would get results. If not, fire me for costing the university potentially millions of dollars

**76**

VPAA needs to stop pushing their fears (about not reaching the administrations promised goals) on faculty. They made their bed, now lie on it

**78**

Q14: Biased towards Science

**81**

The university needs new leadership. Dr Magruder and Mr. Gordon should step down. Falling enrollment indicate that the present goals are not effectively attracting students. There is an over emphasis on the LSP, JINS and writing enhanced. The major areas are deteriorating from lack of resources. Students want to be prepared for employment when they graduate and the present mission does not recognize this.

**98**

April 4, 2001; Dear AAUP: The morale within the Athletic Department is at an all time low. I have been coaching and teaching at Northeast Missouri/Truman State University for many years, but I never seen a less motivated group of coaches. The (new) Athletic Administration is too young and inexperience to handle a high quality NCAA Division 11 Program such as Truman State University. The Athletic Department will face many problems over the next year, but the leadership will not be experience enough in athletics to handle the problems. A coach can only do so much, and even she/he need to be able to depend on the individuals above them to handle their position. Coaches are like athletes to a certain extent, coach needs motivated from time to time by their administrator. I guest that over 75% of the athletic staff would have a negative response about the (new) Athletic Administration. Currently, there is a seriously lack of communication within the Athletic Department. This lack of communication is from the Athletic Directors Office to Coaches. Communication must improve before next year, or Truman State University could see many of their best coaches leaving to other institutions. Some harassment of minor programs and coach's has been taking place within the Athletic Department. The (new) Athletic Administration is going to a tiering system for the Athletic Department. This will only create more hard feelings among coaches, and amongst the student-athletes as well. It was just few years ago, that Truman State University was involved in a Law Suit/Court Battle because of inexperience with the Athletic Office. This type of legal action by an individual against the Athletic Administration, President, Board of Governors and Truman State University would not bring the type of publicity to Truman State University that is needed. Many coaches have been talking within the halls, and at meetings about the current problems. Let me say this in closing, you would think after Truman State University first National Championship, emotions and confidence would be at an all-time high. Not even close. Why, inexperience leadership. Many of the coaches are more qualified for the Athletic Director and Associate Athletic Director, than the current leadership. Before more mistakes are made, please send us help. A voice of experience!

**106**

Q9: Not summer

**107**

The students can not get classes the need is appalling

**118**

Q13: Can't find it - not clickable under offices

**129**

Q5: The classroom upheaval (OP closure) etc is very disruptive

**131**

Q4: Time will tell

Q6: Determine whether it is meeting its goals

Q11: More pay/benefits

Q15: Go by contact hours

**139**

Comments for AAUP "State of the University" Survey: The University is desperately in need of new leadership; the current leadership is more interested in being a player in state politics than in the campus and education. We squandered the opportunity to make faculty salaries more competitive with Mission Enhancement money, and yet we buy schools, fire stations, and hospitals: don't let the administration know that the City would like someone to buy the old shoe factory. We talk about attracting and retaining students, yet faculty have to spin their wheels and squander the most important university resource of time with cycle after cycle of hiring because we can't retain faculty in the prime of their careers.

**140****146**

In recent years Truman State University has become characterized by: an elitist attitude in which the needs of the students are secondary to the demands of an egocentric faculty an inability to manage resources effectively to support education, a proliferation of mediocrity in the classroom, a public relations image which in a way characterizes the reality of the university, and a decision-making process increasingly characterized by inexperience. All of which contribute to declining effectiveness and attractiveness of the University, along with increasing disillusionment by students. This has lead to reduced enrollments and a declining retention rate. If this downward spiral is not halted, who will come in here in 5 years to pick up the pieces and rebuild a university in Kirksville? The enhanced Freshman Experience program has some very positive aspects, but overall the Program has had a negative impact on recruitment and retention by increasingly treating students as children. Faculty and disciplines have to work increasingly more and more diligently to overcome the increasing negativism that is created by the "decision makers" on campus.