

Faculty Welfare Committee – unapproved minutes

Meeting: March 2, 2020

Time: Called to order at 3:35 pm

Location: Russell Room 325

Members Present: Bernie Anderson, Peter Boltz, Beverly Eskridge, Annette Jackson, Mike Mahan, Andy Osborne, Frank Winters

Members Absent: Lisa Cesnik Ferguson, Stephen Powers

Visitors: Jessica Traylor, Theresa Stanley, Linda Hyde, Beike Jia, Jeremy Richards, Joe Mayo

Meeting Minutes:

- Approval of Minutes of November 6, 2019 meeting.
- Committee reviewed the **2019 Great Colleges to Work For** survey results from last April. Voted to include results as part of the official meeting minutes—see below.
- Began review of Promotion & Tenure timeline process as well as Third Year Review timeline and process.
- Discussions will continue at next meeting before any potential recommendations made to Senate.
- Adjourned at 5:00 pm.
- The next meeting of the Faculty Welfare Committee will be March 30th at 3:30pm.

Respectfully submitted,

Beverly M. Eskridge

July 29, 2019

Wendy Byrd
Gordon State College
419 College Drive
Barnesville, GA 30204

Dear Wendy,

Thank you for participating in the 2019 Great Colleges to Work For® program. As a function of your participation we are pleased to provide you with the enclosed Topline Reports for this year's program:

1. Topline Survey Results – including Honor Roll and Carnegie benchmarks, as well as previous year's data when applicable
2. Topline Results by Job Category

Visit the new recognition website, GreatCollegesList.com, on September 16th to learn more about the institutions that were honored this year, delve into interesting program data, and read up on best practices in higher education. Your institution's copy of the special insert and the Workplace Trend Summary Report will be mailed with a copy of the September 20th issue of *The Chronicle*.

You will find descriptions of each report in the enclosed Overview of Program and Participation Reports. We have also included a guide to additional reports and services you might consider. Should you have any questions or would like electronic copies of your topline, please do not hesitate to contact me or Suzi Schmittlein at 888.684.4658 or greatcolleges@modernthink.com. To ensure you receive communications about the 2020 Great Colleges program, be sure to register now at GreatCollegesProgram.com!

Regards,

Liz Flood
Project Manager
Great Colleges Program

Enclosures

Gordon State College ModernThink Higher Education Insight Survey 2019 Topline Results by Job Category

2019
**GREAT
COLLEGES
TO WORK FOR.**

Response Distribution

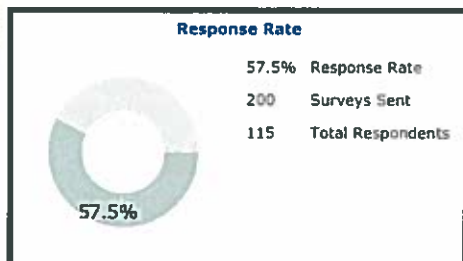


10% 12 **Administration**
49% 56 **Faculty**
9% 10 **Exempt Prof'l Staff**
22% 25 **Non-exempt Staff**
10% 12 **Unspecified**

	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff
Job Satisfaction/Support	63%	69%	61%	60%	72%
Teaching Environment	53%	81%	50%	56%	53%
Professional Development	64%	88%	60%	50%	72%
Compensation, Benefits & Work/Life Balance	57%	71%	49%	58%	73%
Facilities	79%	84%	75%	73%	93%
Policies, Resources & Efficiency	49%	54%	48%	43%	52%
Shared Governance	56%	78%	47%	62%	67%
Pride	68%	80%	63%	66%	78%
Supervisors/Department Chairs	73%	73%	74%	71%	77%
Senior Leadership	52%	81%	41%	62%	65%
Faculty, Administration & Staff Relations	45%	63%	39%	45%	52%
Communication	45%	65%	44%	43%	44%
Collaboration	51%	71%	51%	50%	50%
Fairness	51%	75%	49%	48%	49%
Respect & Appreciation	49%	69%	43%	43%	54%
Survey Average	57%	72%	53%	56%	63%

*Job Category response distributions have been rounded and may not total 100%. Please also note that data will not populate where there are fewer than five respondents.

Gordon State College
ModernThink Higher Education Insight Survey 2019
Topline Survey Results



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocore 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	OVERALL				
	2019 Honor Roll 3,000-9,999				
	2019 Carnegie Bac-Assoc				
Job Satisfaction/Support	63%			81%	72%
Teaching Environment	53%			79%	64%
Professional Development	64%			79%	70%
Compensation, Benefits & Work/Life Balance	57%			79%	69%
Facilities	79%			81%	71%
Policies, Resources & Efficiency	49%			71%	59%
Shared Governance	56%			71%	60%
Pride	68%			87%	75%
Supervisors/Department Chairs	73%			81%	75%
Senior Leadership	52%			73%	57%
Faculty, Administration & Staff Relations	45%			73%	57%
Communication	45%			69%	57%
Collaboration	51%			73%	61%
Fairness	51%			70%	60%
Respect & Appreciation	49%			75%	61%
Survey Average	57%			76%	64%

*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your institution's average percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each dimension.