

RSCC AAUP CHAPTER – 2020 FACULTY SURVEY RESULTS

SURVEY RESPONSE

| | Sent | Returned | Response Rate |
|-----------------|------|----------|---------------|
| All Respondents | 273 | 94 | 34.43% |

EMPLOYMENT CATEGORY

| | Full-Time/Post-Retirement | Adjunct/Term Contract | Did Not Answer |
|----------------------|---------------------------|-----------------------|----------------|
| Number | 55 | 27 | 12 |
| Percent of Responses | 58.5% | 28.7% | 12.8% |

SHARED GOVERNANCE

The AAUP is committed to ensuring meaningful faculty participation in institutional governance by emphasizing the importance of faculty involvement in personnel decisions, selection of administrators, preparation of the budget, and determination of educational policies.

The following questions were asked in relation to satisfaction with particular areas of shared governance at RSCC.

Indicate your level of satisfaction with personnel decisions at RSCC.

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|-------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 18.2% | 9.1% | 18.2% | 27.3% | 21.8% | 5.5% |
| All Respondents | 24.5% | 14.9% | 18.1% | 23.4% | 14.9% | 4.3% |

Indicate your level of satisfaction with the selection process of administrators at RSCC.

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|-------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 18.2% | 9.1% | 16.4% | 21.8% | 30.9% | 3.6% |
| All Respondents | 24.5% | 14.9% | 18.1% | 20.2% | 19.2% | 3.2% |

Indicate your level of satisfaction with preparation of the budget at RSCC.

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|-------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 21.8% | 9.1% | 43.6% | 14.6% | 5.5% | 5.5% |
| All Respondents | 23.4% | 17.0% | 40.4% | 10.6% | 4.3% | 4.3% |

Indicate your level of satisfaction with the determination of educational policies at RSCC.

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|-------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 23.6% | 10.9% | 27.3% | 21.8% | 10.9% | 5.5% |
| All Respondents | 27.7% | 19.2% | 26.6% | 14.9% | 7.5% | 4.3% |

RSCC LEADERSHIP

The RSCC Values Statement (from RSCC Mission Statement webpage) includes "The college community affirms as its highest values honesty, integrity, respectful communication, and a commitment to personal and professional accountability ..."

The following positions listed on Roane State's Organizational Chart are listed as being at or above the level of vice-president. For each of the administrators below, indicate your level of satisfaction with regard to their commitment to RSCC's Values Statement.

VP Business, Finance & Auxiliary Services, Marsha Mathews

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 18.2% | 12.7% | 54.6% | 1.8% | 5.5% | 7.3% |
| All Respondents | 26.6% | 13.8% | 47.9% | 3.2% | 3.2% | 5.3% |

VP Student Services, Enrollment Management & Innovation, Jamie Stringer

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 10.9% | 5.5% | 30.9% | 7.3% | 38.2% | 7.3% |
| All Respondents | 22.3% | 6.4% | 28.7% | 11.7% | 25.5% | 5.3% |

VP Institutional Effectiveness, Planning & Student Success Initiatives, Karen Brunner

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 49.1% | 23.6% | 18.2% | 5.5% | 0.0% | 3.6% |
| All Respondents | 50.0% | 23.4% | 20.2% | 3.2% | 0.0% | 3.2% |

VP Workforce Development & Community Outreach, Teresa Duncan

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 29.1% | 23.6% | 36.4% | 3.6% | 0.0% | 7.3% |
| All Respondents | 36.2% | 22.3% | 33.0% | 3.2% | 0.0% | 5.3% |

VP Student Learning, Diane Ward

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|----------------|-----------|---------|--------------|-------------------|-----------|
| Full-time/ Post Ret. | 21.8% | 12.7% | 20.0% | 14.6% | 27.3% | 3.6% |
| All Respondents | 31.9% | 14.9% | 18.1% | 13.8% | 17.0% | 4.3% |

Coordinator of Affirmative Action & Director of Human Resources, Odell Fearn

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|-----------------------|------------------|----------------|---------------------|--------------------------|------------------|
| Full-time/ Post Ret. | 10.9% | 10.9% | 29.1% | 14.5% | 27.3% | 7.3% |
| All Respondents | 23.4% | 14.9% | 23.4% | 10.6% | 22.3% | 5.3% |

President, Chris Whaley

| | Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | No Answer |
|---------------------------------|-----------------------|------------------|----------------|---------------------|--------------------------|------------------|
| Full-time/ Post Ret. | 23.6% | 20.0% | 12.7% | 20.0% | 18.2% | 5.5% |
| All Respondents | 33.0% | 22.3% | 13.8% | 14.9% | 11.7% | 4.3% |

RSCC AAUP CHAPTER - 2020 FACULTY SURVEY COMMENTS

- Based on past experiences at Roane State, I am of the opinion that the administration does not value independent, strong individuals. They desire and seek out people to fill vacancies that will be “yes” men/women to the administration’s opinion. If a person expresses his/her own opinion or displays forward or progressive thinking they will be demoted or even terminated. I believe this is born out of the current administration’s insecurities.
- I think the whole idea of the faculty being “the boss” is ludicrous. If we want to make the decisions as to how to run the college then we should apply for the job of president or vice president. This is like the animals running the zoo. This administration is open to ideas and suggestions – they don’t even have to do that. They are the boss – we need to respect that. If we don’t like their decisions – we need to go elsewhere for employment –
- Arbitrary assignment of positions of power by passing recommendations of (or coercing) selection committees. Interfering of administration in selection of teaching that should be a dean’s job,
Administration: Lack of transparency, lack of listening when errors pointed out
- As someone who worked under previous administrations RSCC and who has experience with other TBR institutions, I feel extremely lucky to have our current administration at RSCC. I have left blank those administrators I have not personally worked with (and therefore do not have an opinion on), but I strongly support and am grateful to [REDACTED], [REDACTED], [REDACTED] and [REDACTED]. It has been wonderful working with them.
- I feel that administration completely disregarded concerns of the recent merger of Health Sciences and Nursing. Furthermore, the decision to keep and promote the interim dean to dean was not supported by the combined division and has created a deeper rift between division members and the dean. Administration seems to turn a blind eye to the Dean’s faculty evaluations – They have not acknowledged any of our dissatisfaction. It is hard to believe that a state institution of higher learning is led by individuals that seem to ignore their greatest resources – the faculty.
- I love RSCC! It is a wonderful college with amazing students, faculty, staff, and leadership. I am thrilled to be a part of it! [REDACTED] Behavioral Sciences
Also love [REDACTED] and his office staff!
- This is the most biased document I have ever received. Ridiculous!!
- The largest area for improvement for administration would be communication.
The videos supplied by [REDACTED] were a good starting point, but it doesn’t allow for any back and forth conversation. Communication is about dialogue.
There is rarely an announcement when employees leave and the plans for replacement or not to replace. In the past it was an RSCC email with as much information as was available and updates. Employees find out the hard way for many of these exits when they attempt to reach out to them and discover they are no longer at RSCC.
The communication to FS president from [REDACTED] was never addressed by senior leadership. It was clearly an inappropriate communication in any forum, and certainly when so many were copied on that email; yet upper level leadership did not condemn it or try to reign it in – this implies it is OK to bully employees in an open forum and it is the method we use to communicate and operate. I hope this is not true.
- Lack of communication about large and small goings on at the campuses only creates a gossiping atmosphere – you have to talk to others to see what they know. There is no need for that. Administration is probably doing some excellent work, but here again, I am not sure that is even communicated.
This constant lack of communication creates distrust, a poor moral and working environment and could easily be remedied.
Please do not make this a large high school. Not sure if that is the intent but it feels like all arrows point to high school as our future. We are a community college. If you have a PhD you expect to teach at college level, otherwise you would be in the k-12 system.

How many have left and were never replaced? I think most of us are overloaded with jobs that have expanded in scope over the past few years. If this is a TBR reduction policy please let us know. Perhaps RSCC administration cannot be held responsible for these decisions. Again no communication.

- [REDACTED] 2018 was asked to have waste receptacles in 1st floor Tech-Yager Bldg. 220 [sic] Jan – none present = must bring waste into public or flush it.
[REDACTED] Did nothing about redacted telling me to “shut up” (over admission minutes) or that she “would rather stick her head in the sand, and butt in the air, rather than to talk to me (Jan 2013 evaluation). Much more.
[REDACTED] Dec 2017 Met with redacted and nurses/teachers – promised to file a complaint. Did not according to summer 2018.
[REDACTED] [REDACTED] failed to get back to me – 1 yr later (fall 17 – summer 2018). Failed to guide me through post retire process – then said, “out of time.” [REDACTED] also concurred with detail. Keys to my office given to new employee in July 2018. “My job” hiree signed her papers in 8/30 of me retiring 8/31/18. Filed complaint 8/31/18 – no answer. I lose \$399.00/month of my retirement due to cost of insurance ≈ \$7200 to date.
- If I understand correctly, [REDACTED] is an accused sexual predator. As an adjunct, I find myself outsourced due to dated evaluations despite improvement.
- Personnel decisions – [REDACTED] overrides faculty decisions. Faculty recommended not to reappoint early during the tenure process but [REDACTED] insisted on dragging the issue out over another year. Selection of Administrators – Nepotism and the buddy network are [REDACTED]’s preference for hiring. [REDACTED]’s best friend was assured the [REDACTED] position – not hiring committee’s choice. [REDACTED] is a “bully” and has no business managing people – he is a bully who knows he is not qualified for his position. [REDACTED] bullies anyone who does not defend her – you are either her “friend” or her “enemy.” She is not qualified to manage anyone. She sends [REDACTED] to spy on faculty senate. The [REDACTED], [REDACTED], and [REDACTED] will look you in the eye and lie if it suits their cause. They all protect a known sexual harasser at RSCC. Even students know this. Under [REDACTED]’s term, morale at RSCC has plummeted.
- I have no concerns with the leadership of the college. I have full faith in the individuals listed on the front side of this form and believe that they have the best interest of the institution and its students at heart. I have been employed by the institution in various capacities for almost 20 years. I do have concern with what I see as a witch hunt by a select few members of the faculty towards the administration. The behavior of these faculty leads to a feeling of a hostile work environment. I believe that they feel they speak for the majority but they do not speak for me. I do not feel that these faculty members have the best interest of the institution and its students at heart. As I have concerns that my thoughts will not be shared with the national AAUP, I am fully considering sending a copy of this survey and a letter to National AAUP.
- While I believe that faculty input certainly has its place at the college as stated below, I also believe that the administration has the authority to act in how they believe is the best interest of the college. Sometimes, that may mean that information may be involved that is confidential that the faculty are not privileged to. Anytime I have had an issue, it has been dealt with in a prompt and respectful manner by administration. While I support faculty voice, I also support allowing admin to do their job.
- This is a big mistake.
- I have not been at RSCC long enough to have strong opinions on the policies and procedures. I am not familiar with any of the administrators listed.
- There are some problems with this survey. Not specific enough. Overall satisfaction. Fuzzy. Doesn’t give any means of feedback except on the flipside. Ought to be a comment section for each. And, something that measures the concept of “shared governance.” Listing their names doesn’t seem fair. Ask about the duties and their efforts to inform and listen to the faculty when there is a problem. Anyway. There are better surveys out there. This one. Will not have much traction. Like most surveys, it just legitimizes something “they” already believe and will ignore the rest!
- My selections are mostly neutral because I don’t have much contact with the people on the list, but if I have seen positive outcomes from their office (or what I perceive as positive results), then I selected a higher response. To be honest, I’m not sure how to find out if the administrators are doing a good job or not; anything I hear could be classified as hearsay, but I pay attention to patterns or common experiences and try to find the truth in-between the

lines. I don't like to think that I work for a college where the administrators are at odds with the faculty, but I've heard several accounts that say otherwise.

- The communication at RSCC stinks. Important information is not shared with faculty and staff – it's fairly quick to send an email. The budget doesn't seem to include those that are affected by it. The dean takes your information and depending on whether or not they like you appears to dictate what you get. Not what is necessarily important for your dept.
- The Dr. Pomper situation ...
- Disappointed in the fact that information does not flow freely from ██████'s cabinet. Decisions are made that affect various departments with minimal consultation. Asking for information is deemed to be non-team oriented. Lack of transparency and willingness to allow faculty feedback on many issues and concerns.
- I work also as an employee of Roane State full time. I regularly work with each of the mentioned executives. They are all dedicated and passionate. The students are always top concern. I feel grateful to work both in administration and academics.
- I feel this survey is a blatant attempt to polarize the faculty against the administration. The AAUP only represents a small percentage of the faculty and therefore should not be sending a survey. Additionally this survey should be invalidated since the one who printed the survey are collecting the survey and tallying the votes. There is such an opportunity for fraud with this survey. Votes not in agreement with the AAUP agenda could easily not be counted and additional votes could be added by the AAUP leadership. THIS IS A SHAM!!!
- The removal of Dean Markus Pomper was not done with either integrity or honesty. Respectful communication was lacking in this decision which was apparently done for personal reasons rather than professional ones.
- I have taught under several administrations here at RS and another institution. Best I have ever worked for, and by far best place I have ever taught.
- This administration is scary. They are all friends and they do not "check" each other when necessary. ██████ is not articulate and is threatened by anyone who displays more professionalism than her. ██████ is a bully and has very little decorum. ██████ just lets his VP's run all over the place and create havoc. ██████ cannot be trusted and I fear that he cannot maintain confidentiality. I just want ██████ to realize that ██████ would be better if he could display more transparency and discipline his VP's to treat all employees with respect. ██████ needs to listen to faculty and stop trying to tell us how to teach. Everything innovative is not necessarily "right."
- I am a first year professor @ Roane State and have been very satisfied and impressed with the overall management of the department and college.
- I do not appreciate that policies are not followed OR "policies" are referenced as a reason for a decision, but said policy cannot be found. I have also been told on more than one occasion that something is "TBR policy," but when contacting TBR and/or searching the website no such policy exists. I am also very disconcerted about the lack of disclosure of the way salary is calculated. That formula should be public knowledge if our salaries are listed on TBR's website!
- If you're not tenured and you don't have friends in admin watch out. All it takes is one coworker in a well-connected spot for your career to be ruined.
- I do not know enough about how any of these topics are applied at Roane State to have an opinion one way or the other.
- To Whom It May Concern,
I have been at RSCC as both a student and now as a professor, and I must say overall, I enjoy working here. I put neutral on a majority of the questions because I don't feel as if I know enough or have seen enough to actively judge the leadership or shared governance. Although I do have a couple of issues, they are not directly related to anything asked in this survey. Thank you.
- RSCC appears to be on the cutting edge of community college experience.

- While I generally have no issues with administration, there have been times in the past where communication and faculty input could have been improved. Having worked with other CC's in the system, I believe we have it really good here at RSCC in terms of academic freedom, scheduling, etc. I also believe most admin have been taking steps to improve past issues. With that being said, I believe there is always room for improvement to better our students' experiences here. I also believe this isn't just an admin/faculty issue. Support staff are very important and in many cases the first ones students come in contact with. In some regards, this should be an area that needs to be reviewed and in some departments, have better communication between faculty and them.
- Compared to the other institutions I have worked for I think RSCC does a very good job at informing us and keeping us on track to our goals. I have never hesitated to go to admin for help with a problem or an explanation on a policy. Everyone here is helpful and wants us to progress as faculty.
- Adjunct contracts should be ready to sign BEFORE classes begin.
- Roane State is a great college.
- Leadership does a wonderful job accommodating students every way they can from tutoring programs to a food bank and Wednesday lunch at Crossville provided by local Baptist churches. Leadership and governance both provide a suitable environment for learning that our students truly appreciate.
- Need a major overhaul!
- Direct leadership (Deans) should be held to the same standard. I do feel that administration largely cover for each other and faculty feel trapped, as if they have no recourse.
- The administrators at RSCC have little to no regard for the opinions, needs, or professional experience of faculty. We are treated like disposable tools that can be replaced at a whim. Too many positions at the highest levels are filled with little to no transparency. ██████ was hired outside the traditional process. She has no terminal or doctoral degree but makes policy decisions regarding tuition reimbursement for faculty earning a terminal degree where knowledge of the dissertation process is mandatory. ██████ does not respond to emails or requests in an efficient or timely manner. ██████ and ██████ were responsible for firing the math/sciences dean who did his job excellently and replaced him with an interim that fails to complete the most basic duties.
- ██████ has exemplified unprofessional behavior in email sent to all RSCC faculty. In this he was condescending and disrespectful (to say the least) of his colleagues. Why is he even in this position??? Honesty and being ethical in what we say and do is part of core values and expectation of faculty. Why is this not a dedicated practice in upper administration?? Once trust is damaged, it's difficult to recover. Faculty has the sense that we are unprotected, undervalued, our concerns are simply blown off!
- As faculty that works here, I have realized I do not know a lot of things associated with the college. I do know in recent times that as faculty voting on administrative changes made no impact. I feel that our division and others involved were disregarded. I have never been involved or informed how budgets are prepared at Roane State. I do not interact with administrative people, I do not know their personal views on the values of Roane State. By their actions in a public forum, it appears as if they are committed to Roane State. ██████ is the only person I have interacted with as she does appear committed to faculty.
- As a new faculty member, I'm not really familiar with faculty involvement and participation in various administrative matters. I also don't know / haven't even met most of the people on the list. ██████ is the only one I have met.
- ██████: I felt personally attacked as a woman and subordinate in the rant and range over email last spring. I was greatly disappointed that ██████ did not speak out about this behavior. I felt that his silence was a sign of agreement.
- ██████: I have felt unprotected in Title IX because of the silence from the Human Resource Office.
- This is inappropriate.
- Faculty preference and opinions pretty much ignored.
- This feels like name calling ... very unprofessional survey. I witness awesome work from many of these professionals.

- █████ and █████ have been deceitful (actively and passively) in regards to one of the health science programs. Details have been documented and shared with TBR. Requests to be involved in, or at a minimum “notified,” of conversations/decisions about the aforementioned program have been ignored. █████ has decreased summer release of 10 month program director from 3 hrs to 1 hr for past 2 yrs. Despite no change in enrollment. █████ is minimally responsive.
- Great place to teach and work.