

Feedback from Tenured/Tenure-Track Faculty (November 7, 2022) Columbia 2300

What do we do well?

- *We contribute well to/are the core of the ES program; we could be doing even more++.*
- *We do well in the scale-up rooms; wish we had more of them.*
- *We go above and beyond with experiential learning for our students; faculty really care.*
- *We're the cornerstone of UND; it's not a university without the liberal arts.*
- *A&S provides great programming for our community (music, chemistry, psychology, etc.).*
- *We do a better job providing opportunities for undergraduate research than many institutions of our size/not R1 institutions.*
- *Easier to do multidisciplinary work here than other places.*
- *Good at interdisciplinary education/teaching—and could do even better.*
- *Certificate programs attract more students to departments outside their major; we could expand on those.*
- *We recognize NTT faculty and a path to promotion has been created—how can we do better with equity?*
- *Tracy does a great job; maybe we need to be more aggressive with our marketing++.*

What could we do better? What do we need to accomplish our goals?

- *More active learning spaces for 60-100 students (flexible spaces for impactful pedagogies).*
- *We need to advocate for ourselves better and advertise our excellence++.*
- *This plan should set goals that are realistic and achievable for faculty.*
- *The move to central advising has not helped our college; A&S seems to get the short end of that stick—professional advisors are great at their job, but not the best at advocating for a diversity of classes++.*
- *High turnover in advising positions result in a lack of continuity for students and a steep learning curve for new advisors.*
- *Issues with Starfish; advisees who aren't our own show up in our queue.*
- *Gender imbalance where service and pay concerned; women perform the majority of the service in the College and are still payed less than male counterparts.*
- *We need to hire more faculty (people leave and aren't replaced—just more work for those who are left)++.*
- *No credit for advising on the Page 2; this puts more pressure on those who are doing it (more communication across departments/equity within the College).*
- *Certain aspects of our work as faculty aren't recognized for merit/tenure/promotion—link the things we as a college find important to assessment/annual evaluation criteria.*
- *How do we value people? We need to put our money where our values are.*
- *Extend NTT contracts beyond one year; job security would show we value those colleagues and the work they do.*
- *Write cross-college language to evaluate NTT faculty so there's equity.*
- *Prioritize regaining tenure-track positions++.*
- *How do we evaluate faculty who span departments/or are cluster hires?*

- *We need better facilities—Theatre isn't getting anything it needs in the remodel, performance venues for Music.*
- *Place value on small classes and advertise them; we should celebrate these close contacts with students, not be penalized for them. If the College values meaningful interactions with students, they need to support smaller classes.*
- *Change the institutional culture to one of connectedness.*
- *Communicate to the legislature that we need financial support—tell our story more convincingly.*
- *Do better with tangible outcomes (centralized mentoring/job or career paths/alumni connections, etc.).*
- *Do a better job of long-term relationships with alumni (What are they doing after graduation and how might they inspire our students?).*
- *Update perception of what departments do/what students can do with those degrees when they graduate; this may mean communication with high school guidance counselors.*
- *Admissions could be a better conduit for us; Are they helping A&S or hurting us?*
- *UND website is difficult to navigate; it's hard to get past Program Finder to useful information.*
- *Less emphasis on the 4-year plan; it constrains what courses students take/think they can take.*
- *Mental health struggles of students are overwhelming; faculty need assistance.*
- *Students coming in with so many credits are only here for two years; don't have time to learn about the major, are often not prepared (maturity) to enter a career.*
- *More value/recognition for humanities and fine arts research/scholarship/performance; diminished sense of importance because they don't bring in big external grants.*
- *Need to resolve the in/balance between on-campus and online courses following the pandemic; Who teaches in what mode? Equity? What educational outcomes do we want?++*

What exciting things would you like us to do in the future?

- *First-year experiences—particularly for students who need more support; UNIV courses are not the same thing.*