

MARSHALL UNIVERSITY, JOAN C. EDWARDS SCHOOL OF MEDICINE

Faculty Council

Survey Results Analysis

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Marshall University, JCESOM, Faculty Council

Rational:

As we are moving forward under the new leadership, creating a faculty council may be the best approach to get engaged in the conversation with our Dean regarding any medical school policies and practices that may be of concern to the faculty.

Goal:

To create a Faculty Council at Marshall University Joan C. Edwards School of Medicine.

Role:

The Faculty Council will serve as an advisory role to the Dean. The work of the Council is accomplished through its standing and ad hoc committee structure.

Method:

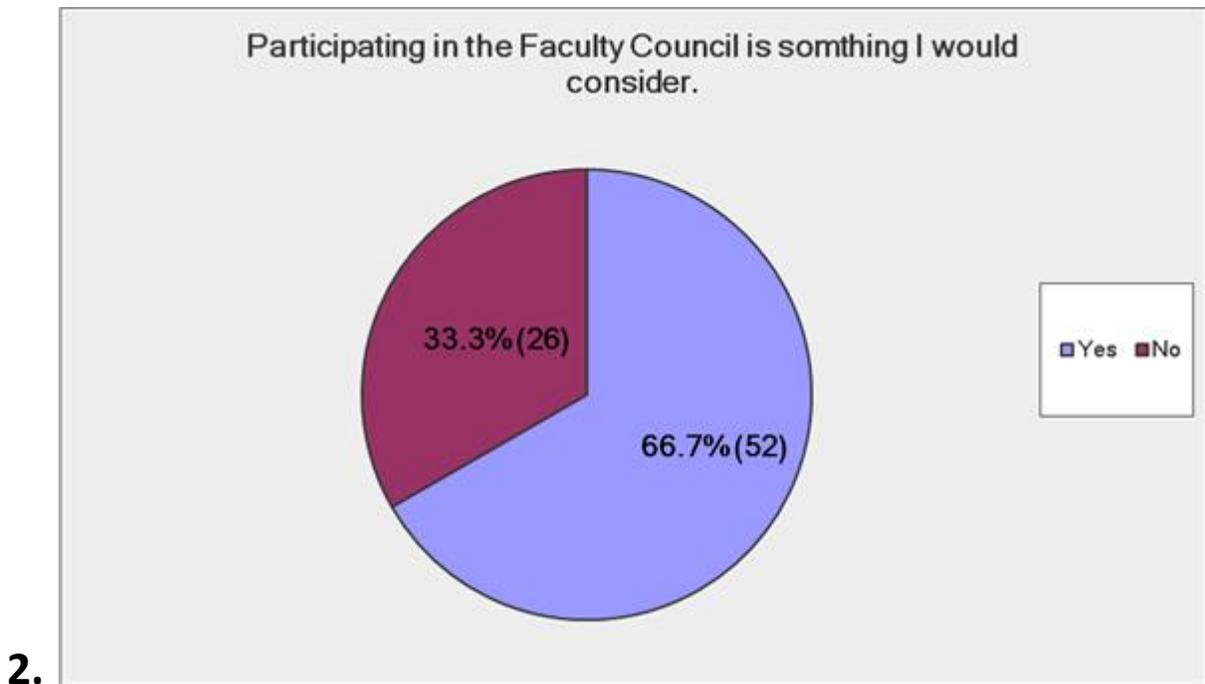
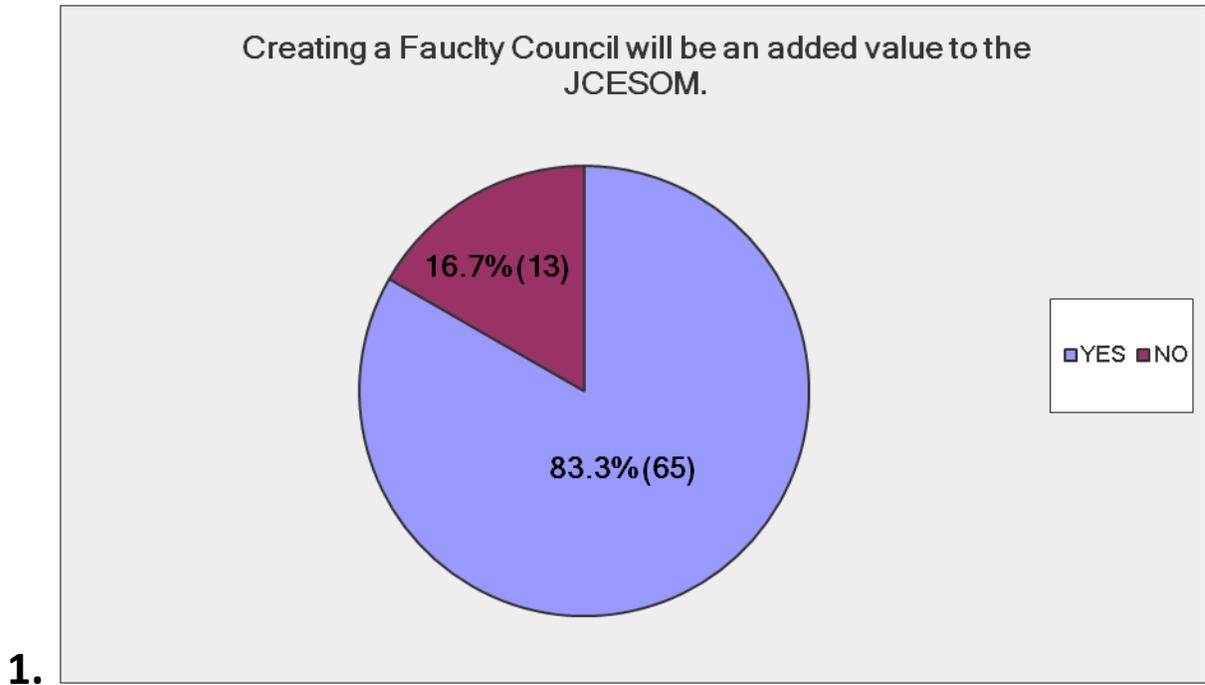
Using the mixed method approach, an anonymous survey related to the council was administered electronically to the School of Medicine faculty. A hard copy of the survey was also sent for faculty who did not get a chance to take the survey online. A window of ten days (July 31st to August 10th) was given for the faculty to take the survey.

Results:

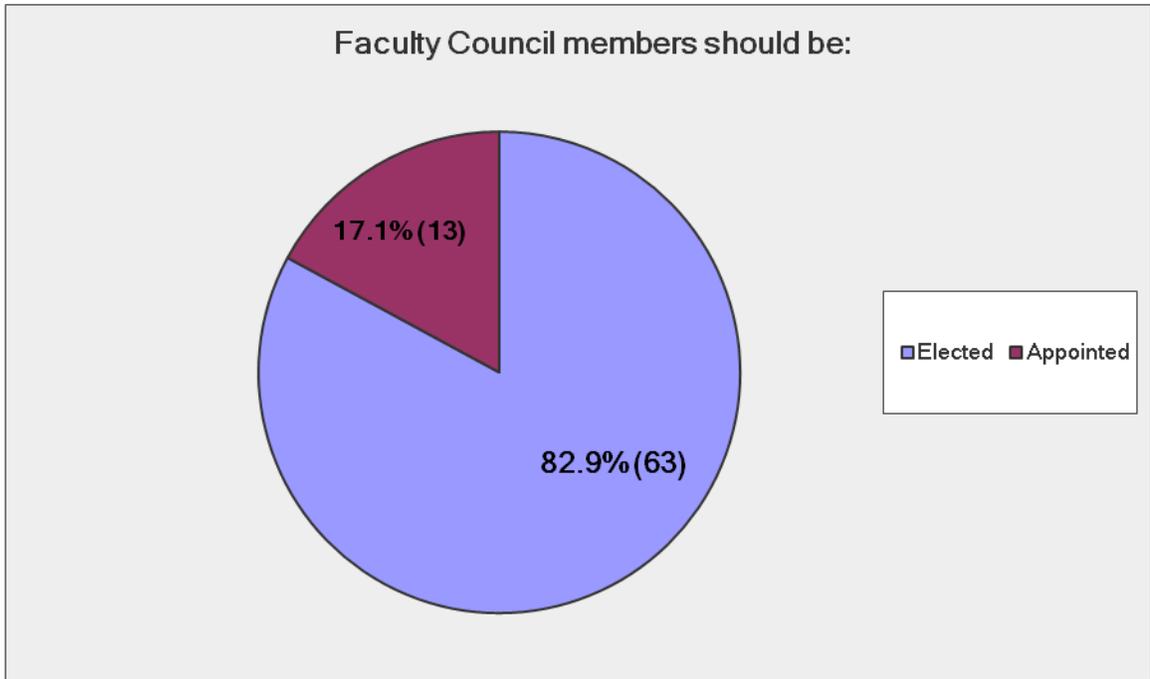
34% of the faculty (80/233) responded to our survey. Balanced positive and negative – answers to the opened questions are collated into themes. Answers to the themes, like autonomy and relations of the power of the council to the institution may lead to transformative changes at JCESOM.

*Excel data base of un-collated data is available upon request.

Faculty Council Survey- Results



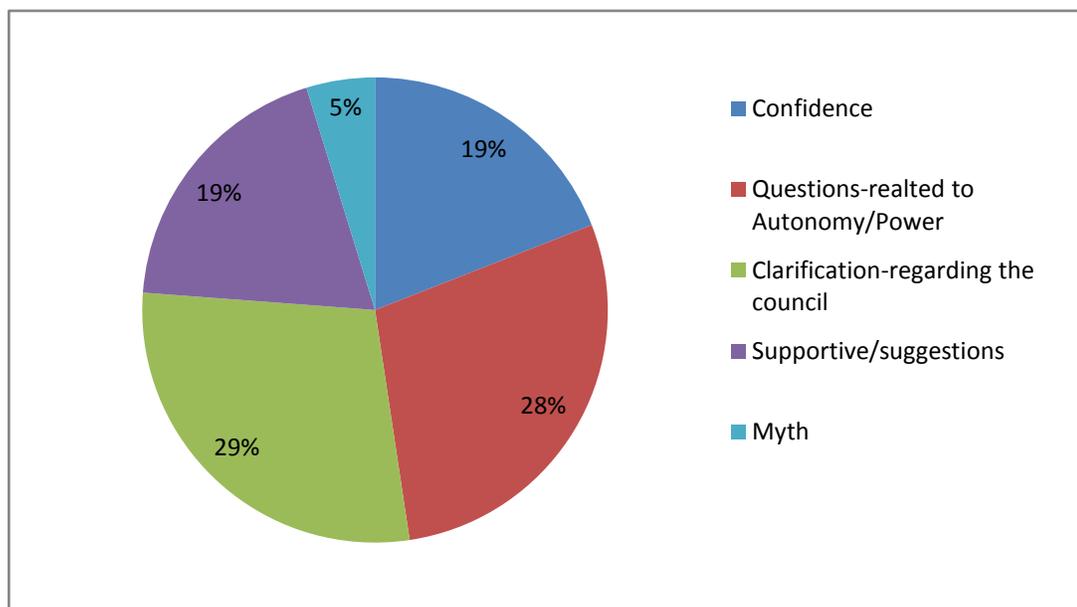
3.



4. My questions regarding the governance of the Faculty Council are:

Answers to the open-ended questions are collated in the following themes:

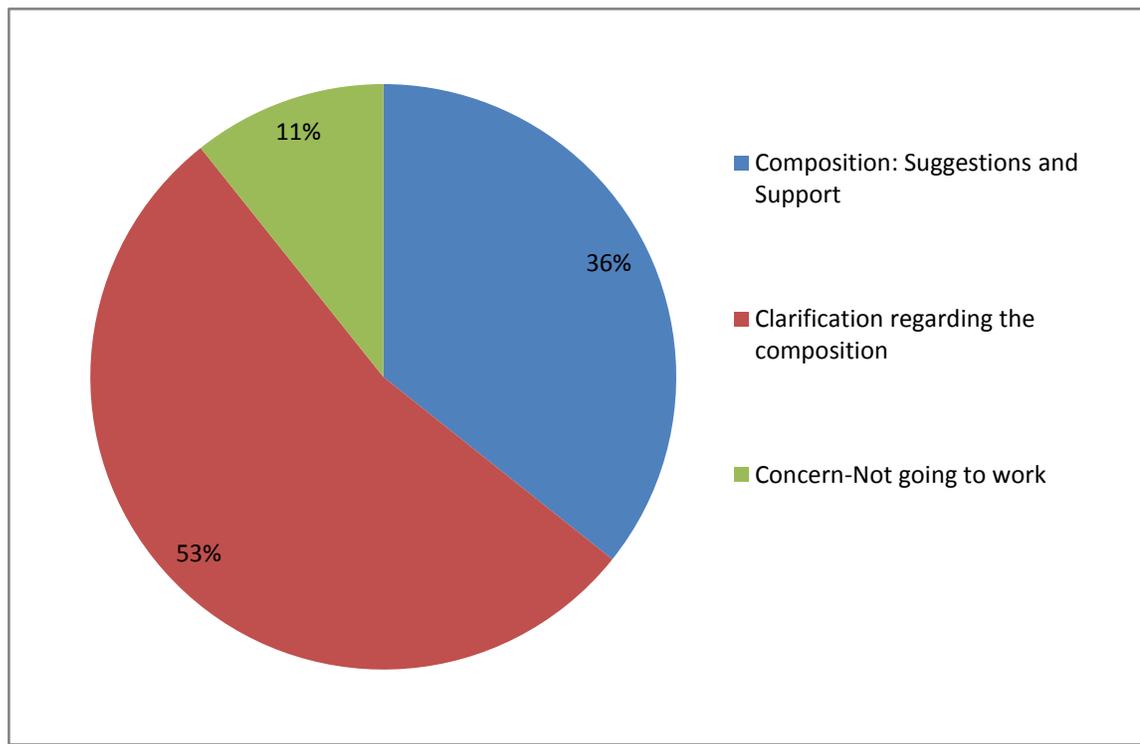
Confidence	Autonomy/Power	Clarification	Support/Suggestions	Myth
Will the Dean actually listen to the Faculty Council?	What authority would this body have to make policy? How does that relate to the authority of the dean's, chairs and other committees already charged with governance?	How would Faculty Council interface with other decision making and/or recommending committees such as Academic Standards and Evaluation Committee?	It would need to be independent of any influence from the dean and administration. Members would need to be immune from any repercussions to their recommendations or acts within the council.	Is that not the role of the Curriculum committee now? Also, is this advisory only or is it another branch of administration that has binding votes?
Will it make a difference?	Who would have oversight of the council?	The relationship between the Dean's Advisory Council and the Faculty Council would need to be defined. Who would decide which issues are "fair game" for the Council?	Should be truly independent and report directly to the Dean	



5. My questions regarding the composition of the Faculty council are:

Answers to the open-ended questions are collated in the following themes:

Composition: Suggestions and Support	Clarification regarding Composition	Concern
Departments represented equally i.e. two seats per department rather than related to number of faculty in department.	How many members would be needed and what would be the distribution? One faculty member from each department? One representative per 20 (or some other number) members of a department?	The SOM has had difficulty filling positions on the university Faculty Senate and its subcommittees. We may have similar difficulties filling slots on the proposed Council.
Feel best that members elected by departments. Could also be at large members?	Will it be proportional or equal representation between basic and clinical sciences?	We can't get anyone to serve on the faculty senate we have now, why would we expect anyone to want to serve on yet another committee?
Make sure council has representation from all groups/departments.	Will it be proportional or equal representation between basic and clinical sciences?	Getting clinical faculty to serve.



6. Do you have any other suggestions regarding the Faculty Council?

Answers to the open-ended questions are collated in the following themes:

Composition	Oversight	Concern	Support/Suggestions	More Info
I believe it should have diversity- age & seniority wise to have the combination of NEW ideas & OLD experiences.	The mandate should be broad and include all issues that affect faculty. It should also address the areas of faculty scholarship, hiring of new faculty and decisions of other committees.	Yes. Don't do it. My experience over many years with the university-wide Faculty Senate is it is the most useless exercise in academia. An absolute waste of everyone's time...at least anyone who actually has a job that has time and performance demands.	Could be very valuable source of support for admin initiatives. Would also give faculty valuable voice in direction of school in light of new dean and other possible admin changes.	I did not answer the first two questions because from what little I have heard it is not clear what the faculty council would do. Not knowing this, I cannot say if the council would add value to the JCESOM or if I would consider participating.
Provision of a dedicated equal to an executive coordinator		I think that this organization would be redundant, and therefore not necessary.	Like the idea. Would be a welcome, more open forum between faculty & administration.	Are there similar bodies at other Medical Schools? What roles do they play?

