2. What makes Tarleton State University exceptional in how faculty members treat staff members?

Text Response

-- This question is just a big typo, but I assume the question is, What makes Tarleton State University exceptional in how the administration treats Tarleton faculty members?

The administration treats faculty exceptionally - they can do no wrong - they are the reason we (Tarleton) exists. The truth is that Tarleton exists because of the STUDENTS - not because of the faculty, staff, or administrators. Our administration would do well to remember that.

-- Nothing
-- n/a
-- Overall, faculty members treat staff the same way as adminstration does, for the most part. Now there is a few faculty members who do treat staff nice, and respectively. Faculty members have the mentality that they are not wrong, and can have the authority to overide any staff members decision. Faculty members take issues to the executives, as if they are on a team together against the staff members. Staff members can think critically, and strategically.

-- For the most part, faculty understand that staff works hard to support our mission despite being undermanned and less than adequately compensated.
-- not enough pay
-- I have not had direct contact with many faculty members. I have witnessed on several occasions other employees interacting with faculty. It would seem that for at least several faculty personnel they do not feel the need to explain what they want done or they do not want to use the process that has been set up to expedite matters. This results in student frustration and ridiculous amounts of time for paperwork to be processed.

-- I don't feel the faculty members, in general, give much thought to the staff members. I feel as though they believe they are the most important section of this university outside of the students.
-- I applaud the huge joint effort made by the Faculty Senate and Staff Council Presidents to actively work together and support each other.

-- Seriously?? TSU is
-- We are all veiwed as co-workers.
-- Uuummm yeah - most of the faculty members aren't the nicest. Sorry, but honesty here.

-- Is the question supposed to read...what makes TSU exceptional in how faculty members treat staff members? This question is misphrased and unclear. If that is what you meant to ask, there is no exceptional way faculty treats staff to my mind. Some are down to earth and make staff feel very comfortable and like a fellow associate and yet there are others who make me and others feel as though I am beneath them, simply because I am not degreed. There is intellectual snobbery in every facit of life and in every business and every campus. Sadly some do not see how much their fellow associates do for them and how much they contribute and often no matter which side of the fence you reside on not many see the full picture of others they work with nor do they or are they willing to give full credit where credit is due!

-- The Tarleton faculty depends on staff members to handle everyday details so that they can focus on their students.
I think this question is poorly designed since it makes the assumption that the respondent agrees there is something exceptional.

Most Faculty realize there is a symbiotic relationship between faculty and staff. One would not function well without the other. I think, for the most part, Faculty tend to acknowledge the work and efforts of staff. Unfortunately, I do not think this happens often enough.

-- Very kind.
-- Positive: The faculty seems to be slightly more positive in their opinion of staff than they were even five years ago.

Negative: It is surprising the separation between staff and faculty. The faculty or Academic Affairs side seems to think the only educating/learning going on at Tarleton happens in the classroom and no one else is a worthy educator.
-- Some staff members are respected and treated as peers by faculty on a personal level.

There does not seem to be much professional respect as shown by the lack of comment from the faculty when potential outsourcing of functions was announced. Seems like the feeling is you are an employee or if you are not an employee of Tarleton, it doesn’t matter as long as you take care of my needs.
-- Not worked at another university to know the difference. I do know that the majority of my faculty treats me very well.
-- Staff members, in general, are treated similarly to faculty members in most respects.
-- I'm not exactly sure what this question is asking by the way it was worded.
-- I have seen very few instances of faculty/staff interaction, but the few instances I have experienced are that faculty treat staff well if staff exhibit an exceptional level of service.

-- same
-- As at any university, some faculty members treat others very well and some don't go out of their way to interact with others in a friendly manner. My experience has been that I can talk with and enjoy the experience of working along side any one from the president to the people who clean our area. I find that most faculty members I am in contact are the same way- treating others as equals and respecting that everyone's job is important.

-- The assistance that is readily available to all staff members at any time.
-- Most faculty members treated me with respect, understanding and caring even though I worked on a lower paying job.
-- They are exceptional in the manner that they uphold the TSU culture. TSU is a University that takes pride in displaying appreciation for all staff members.
-- Again, "exceptional" is a pretty big word for these first two questions. And honestly, faculty treat staff members differently, on a case-by-case basis. Depends on the work ethic and ability for faculty to make compromises with staff, etc.
-- There is much similarity between this category and number 1. Some faculty members are very friendly towards and appreciative of staff. Others project an attitude of mere tolerance or apparent disdain for those who do not possess degrees above that of baccalaureate, or sit on high level committees. This sometimes projects the existence of a two class society.
The faculty in our department treat staff with respect and as an important part of a team. They encourage new ideas that will help better the department and assist students in their major.

Countless faculty understand the great efforts staff employees go through to make life easier for everyone on campus and the impact staff make to keep students retained at Tarleton State. Many faculty understand that they have privileges not extended to staff (certain holiday closures, modified work hours, to teach a course its either unpaid or staff must take vacation to teach it, etc). Then there are those who do not comprehend that the marriage in higher ed between faculty and staff, is just that, a marriage. Neither would exist without the other. I am not sure what can be done about that, except to start from the top down, and emphasize staff appreciation at all ceremonies, platforms, etc.

A great percentage of staff in key departmental roles (dean's and department head administrators) are fluent, if not proficient with the processes and protocol of annual administrative functions required by each college/department/division. This would include activities associated with budgets, grant and foundation reports as well as student success procedures requiring committee coordination and preparation (Academic suspension, etc.) Knowledge is power, I guess you could say. And, I don't know of a dean who's not aware of these things, thus treating them very well.

This may not be the answer you are looking for, but it's an honest one. Many faculty see staff as a "necessary evil" and would just as soon do without us if they could. Of course, they want to get their paychecks and make sure their office is clean, etc., but it has been my experience that faculty do not treat staff with the same respect they do other faculty. The exception to this is those members of the staff who work anywhere near the President's office.

I don't think there is anything exceptions in how faculty members treat staff. In fact, I think most staff, if asked feel looked down upon by faculty.

For the most part, faculty members show appreciation for our staff members. There are a select few that make sure to let the staff know they are beneath them.

none I can think of

wouldn't know

n/a to this dept

don't interact with them at all

I will say that Tarleton faculty as a rule are exceptional. My experience has been that they appreciate the job staff members do and are team players when needed. It has been my experience that Tarleton faculty are very approachable and always fun and interesting to talk to.

Although the roles of these two groups are very different, for the most part the relationship between faculty and staff is good. I think faculty struggle to understand the role that staff play at the university. I think staff are confused about faculty schedules/work loads. I'm not sure "excepcional" is a good adjective to describe how faculty treat staff. I would describe it as "co-existing" with a few glimmers of cooperation.
Faculty is not so accommodating or works with the staff for the better need of the students. Faculty is not willing to go the extra mile for the students or the university to build a unit meet the strategic goals of the university. Faculty in my opinion is here for their area only….no more..but possible less.... faculty first question and/or response is who’s going to pay us!

There is a huge communication barrier on what every department does between faculty and staff members. It might be a good idea to have some type of campus wide discussion where directors and deans can meet to go over what each department does.

I feel that sometimes the faculty look down toward the staff members.

Having come from the local community and heritage, the best faculty envision and encourage the tradition of inclusion and engagement that has been achieved by the cooperation and vision of excellence that seems to always characterize the Stephenville and Central Texas components of support and service to the University.

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The question was corrected and all replies after the green line referred to the edited question.