8. What one issue do we really need to talk about at Tarleton but we don't? Please explain the reasoning/thinking behind your response.

Text Response

-- President and administration - It’s all about the president - what makes him look good.
-- Retaining the really good faculty by paying competitive wages and weeding out those that aren't good teaching faculty.

Pay staff members according to what they actually do instead of what a job description says they do and stop just paying lip service by saying, "We couldn't do all of this without the help of the support staff." Put your money where your mouth is.

-- Fear and distrust among the ranks, the mindset currently in place is narrow and myopic. Continue to be so shall result in us never achieve grand ideal Tarleton, we say, we would like to build

-- Morale - no one has tried to boost it. Happy workers will mean better quality of work, and happy students/faculty.

-- The increasing reliance on adjunct faculty.
-- parking and money for the staff
-- Communication with departments, not just talk about it BUT DO IT! Good customer service to everyone. Once again, don't just talk, DO IT!

-- We need to talk about morale across campus among staff and faculty. I believe this is a major issue and, unless it is addressed, I feel we will continue to lose valuable employees to private business within our community.

-- Layoffs and/or raises. With the economy the way it is, this is weighing heavily on everyone's mind.

-- What do we want to be when we grow up? An agricultural college, a research facility, a cultural center.....we can not do all these things well, we need to focus our attention on one.

-- The two year living requirement. We are over crowded and it is much more expensive to live on campus rather than off. This harms our students more than it helps them.
Faculty to student classes and labs and accommodating all that are enrolled while providing a quality education. Too many kids in a given class can mean that the quality of education that the students are receiving is compromised. Which also gives our kids reason to complain to others and their families which also can taint our reputation if it is not taken care of and things handled to make sure that the kids are getting their needs met. Also, providing more of a service to get our kids employed in the real world...getting more opportunity to our kids. Having part of the welcome centers jobs be, since enrollment is at an all time high....maybe something can be looked into for getting our kids more internships, and more experience for working in their fields of choice! MANY OF THEM are being told once they graduate. I am sorry you have to have 2 to 3 year experience to get a job here!! This is the biggest complaint and very defeating considering you have just spent so much money to get your education. Please look into getting our students in work enviroments and having them get the valuable experience they need!! Get those CIS kids into our CII department on campus and let them learn how to do help desk, let them learn and watch how to take appartment and learn how to service pc's. If a company cannot offer paid internships, see if they will offer internships anyway and let the students have the chance to gain the experience!! Find companies that need help and that would be willing to train our students for credit. Also please look into offering your nursing students evening clinicals. Some kids still have to earn a living and have critical day jobs and need to be awarded the night clinicals to hang on to a dream they want very badly but are afforded no opportunity because only day clinicals are provided!!! Make sure they have plenty of SI instruction. I can not tell you how much nor how often students complain that they need, desperately NEED a tutor...If you cannot keep SI instructions at a high offer lists of kids willing to instruct for pay!! Keep your kids learning, gaining experience and employed!!! Please, please please!!!!

I understand that we need to work on the retention of students, but unless the students enrolling are quality, they will not remain in school. We must raise admissions standards in order to keep students and graduate them from Tarleton. Far too many students get accepted due to our lower admission requirements. Many students need to attend a community or junior college before they are thrust into the 4-year university. Adding events to try and engage freshmen in their first year are fantastic, but those events do not mean that the student will be academically successful. Many freshmen are either unprepared academically or their muturity level just isn't there yet for them to succeed in their first year away from home. I believe that if we raise the admission requirements, that we will raise the graduation numbers.

We need to talk about student responsibility and accountability. At the present time, students are treated like small children who cannot be held responsible for their own actions. This leads to a lack of respect for faculty and staff and it does not help them when they graduate. College students are adults and they need to be treated like adults.
Expansion of Executive Administration. We have a lot of "appointments" and increased salary requirements, but many of us do not see the benefit of these new roles. I think we should have discussions to elaborate on the need for these new positions, and why the individuals who were appointed to them are the best choice. It is my belief that all executive level administrators should, at a minimum, have a Master Degree. But honestly, they should have an earned doctorate unless it is a unique position.

More money for staff. Staff support runs the show and are paid the least.

Culture
White male leadership dominance
Lack of support for women and individuals of color and different than white male dominant leadership styles

Disparity of salary and staffing levels between faculty and staff.

Administration needs to realize there is a morale problem. Just ask the ones that do the real work on campus. It is discouraging to see new positions created like "Director of" or "VP of" all over campus. Yet new facilities have been built and no more staff has been hired to maintain them. Some Academic Departments have tripled in size, yet no more faculty or staff has been hired to teach the classes and run the office. Too many chiefs and not enough indians as the saying goes. Instead of considering outsourcing to save money, consider cutting back on the chiefs in that department and across campus.

Lack of communication between administration and departments dealing with day to day operations. Cost measures that end up costing the individual departments more money, and we are losing quality in the savings. Example: The new business cards that are costing the departments twice as much as before and the paper quality is substantially inferior to the prior vendor.

The fact that Business Services tends to drive what the institution does. Business Services should be a "service" not a arm of the policy police.

Why doesn't Tarleton offer incentives to our faculty and staff such as educational advancement, flex time, or earned time off for employees with outstanding service to the university? I believe that many of our outstanding staff work with a positive attitude because they are good people and they love this university, but imagine if the staff were also recognized for individual hard work by implementing an incentives program based on employee evaluations. I believe merit raises are important, but an incentive program to encourage those that go above and beyond would help keep the great employees from leaving. Also, offering educational incentives to the staff who have years of knowledge but do not have a degree and would like to advance.

Lack of professionalism and diverse experience amongst faculty and staff. We shut ourselves off to far reaching recruitment efforts because we think we cannot recruit great talent. We contiually settle for a path least resistant.

what a super place this is to work. just as much as we advertise the student marketing, we have to do the same marketing for more faculty. our rural areas need more professionals to increase the growth of our economy. work with local communities that are also sweet and safe places to grow a family. add them into the total marketing package for recruiting faculty. NOT JUST Granbury but also places like Dublin and Hico.
Excellence in everything we do- too often we just get by and are mediocre in what we do. We need to properly fund programs and take the steps to attain excellence. I realize we have to prioritize the programs we can best excel in and focus funds on those. I am of the belief that those programs that are in the public eye the most must excel for us to have a positive image in the community, throughout the state of Texas, and nationally.

I just realized that I can't go back to a previous question, but I would like to see the "requirement" of freshmen and sophomores to live on campus phased in more gradually and the overcrowding in on campus housing could have been handled more smoothly.

Equal athletic funding.

Same response as #1. Enough of professors, administrators and committee's saying no to outsourcing of any kind.

I think that we need to offer more classes online for learners that cannot make it to class on a daily/weekly basis. As of now we have a limited amount of upper level classes for the Ft. Worth campus, I would like more courses offered to serve our non-traditional population from the online sector.

Retention. We need to graduate more students that can go into the workforce prepared for an environment that they must handle on their own. We need to focus on the students we have on our campus, nurture the ones that chose Tarleton State University, so that when we go out to the high schools and tell them, "Yes, Tarleton State University is the place to get an education," we can tell them about all the entrepreneurs and pioneers - not just in one field of study, but in a diverse set. We need to prove to them that we are an academic university.

The decentralization and outsourcing of departments and their functions. While much is involved and likely not Tarleton's opton as part of the A&M system and can result in system wide cost savings, moving functions and services away from Tarleton has potential negative results. No one is more genuinely interested in Tarleton than Tarleton. Non-tarleton personnel cannot be expected to place as much emphasis on Tarleton's issues as Tarleton personnel. This even applies to employee services being increasingly Internet/website based, rather than receiving direct responses to concerns and service from our HR/Employee Services Dept. Employees are any organizational #1 asset. They should always be treated as such.

Departmental Administrative support know more that is going on then anyone but their opinion is never asked.

Communication between adminstration and departments. It seems that not everyone is on the same page regarding cost saving ideas, as recent ones seem to be costing departments more money instead of saving money.

Noel Levitz' control over things we could do ourselves.

Hiring Salaries and inequity. New employees are at times coming in a higher salaries than tenured employees because that is what it takes to recruit and fill the position. This in turns creates inequity in the department and across campus.
Ratio of senior administrators to faculty.

Salary inversion.

Differential tuition/funding for high cost programs

The main thing that I think people are worried about is the possibility of out-sourcing Environmental Services and Maintenance. I wish communication had been better from the administration to those people. And to the rest of the campus. If those jobs are outsourced it will probably effect our insurance premiums due to the number of employees going down in the plan. There are many aspects that I don't think the administration thought about.

Also, I think the email that went out at 5:01 p.m. on Friday was a bit sad. I think that was really thoughtless to have all those employees worried all weekend long and not have anyone to answer their questions.

Salary differentials between faculty and staff. I don't think there is the option of reaching six digits if you are a staff person and I understand the need to keep costs down, but is TSU overpaying faculty or underpaying staff?

I can see TSU growing larger that the area can support. Stephenville does not have the capability of having more land available close to the campus for growth of both housing and education buildings. Unless TSU is willing to buy out housing areas, change zoning to make it commercial, and build according to land availability, we are going to have gaps in the campus making it difficult for students to get from one campus area to another.

drinking and drugs - Complaints from students all the time about drugs and drinking in the rooms

parking - i pay for my parking and half the time someone else is in my place cause their is no room. We want to increase enrollment but where are you gonna put everyone. Why cant we build parking garages on top of the buildings that we just built like legacy and legends. Build them the same way that bosque crossing is

The drugs and alcohol on our campus. Our school has a reputation for being a partying school and I dont think that is a reputation that we need. We need to get more assertive with cracking down on these things and making our campus a place that has a reputation that proceeds it that is good.

The lack of importance of an employee's personal development.

How money is being spent on campus. With potential reduction in funding from the state, we need to be very diligent in how we are spending money on campus. Some projects that are funded seem extravagant. Why spend millions of dollars pouring concrete on Rome street? Could this project have been completed with less monies?

Housing...if we are going to make student's live on campus then we need to be able to provide that for the student's. if we can't them we need to revamp our system. Putting student's in Holiday Inn, The Grove, Etc. is not providing a student with an on campus experience.
The accomplishment of an ethic of personal discipline that leaves no need of remediation as we pass through this institution and the local community. Too often we tout our development of leadership and social engagement only to have to look at our one-time local heroes set embarrassing standards of failure as they soak up their privileges and status, and leave tragic marks of their failed leadership, focus, and responsibility.

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