

2024 Survey - Interim Report Senate Administrative Review Committee 1

INTERIM REPORT OF THE 2024 UNIVERSITY SENATE MINI-SURVEY

Rob Kelly / Madeline Turan

Co-Chairs, Senate Administrative Review Committee

May 2024

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Administrative Review Committee

- ARC
- Standing committee of the University Senate
- “Chief body of the Senate for reviewing and evaluating administrative performance and proposed reorganizations”



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ARC Members Responsible for Report

- Shipra Agrawal
- Jennifer DeVito
- Luciana Ganshaw
- Tracey Iorio
- Martin Kaczocha
- Rob Kelly
- Jordan Kodner
- Madeline Turan
- Alan Tucker
- Nicholas Wilson
- Stan Wong

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Survey Process

- Administered on-line using Qualtrics
- One Senate eligible person, one vote
- Questions covered important University issues
 - Senior administration
 - Deans in place more than 1 year
 - Infrastructure
 - Recent protests
- Detailed report in fall 2024
- Interim report primarily summarizes faculty/staff attitudes concerning recent campus protests
- Summary done with hand calculations due to time constraints

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Responses

- 1,520 responses
 - Faculty - 577
 - Staff – 684
 - Other - 259
- Similar response rate compared with previous surveys
- Major response units
 - CAS – 272
 - East campus schools – 303
 - University admin – 134
 - CEAS – 88

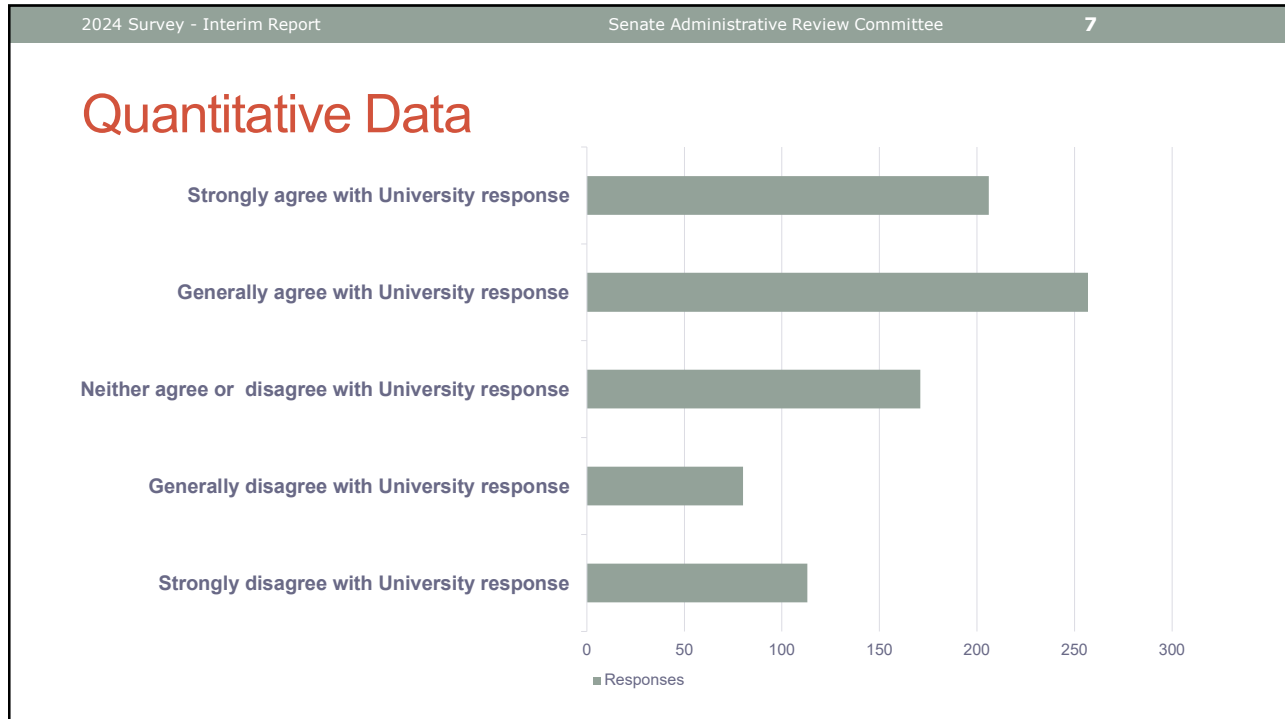
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Survey Questions Concerning Protests

- Q5.1 - Are you aware of the recent campus protests concerning the conflict in Gaza?
If no was selected, responder was not presented with questions that followed
- Q5.2 - To what extent do you agree with the University Administration enforcement of University policies in response to the protests?
Response options included “Am not aware of the University policies the administration is enforcing”
- Q5.3 – Please provide any comments concerning the administration response to the recent campus protests concerning the conflict in Gaza.

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Comments Concerning Campus Protests

- Comments provided insight into qualitative data
- Comment count by Question 5.2 response
 - 26 - Not aware of policies
 - 60 – Strongly agree
 - 52 – Generally agree
 - 42 – Neither agree nor disagree
 - 43 – Generally disagree
 - 82 – Strongly disagree

Note the large number of “strongly disagree” responses with comments – many often lengthy

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Issues

- Based on analysis of comments, sometimes response themes crossed response boundaries, for example:
 - A few who “disagreed with administration” responses thought the administration actions were too lenient
 - Many of the “not aware of policies” responses included comments expressing strong opinions
- Responses from CAS expressed more disagreement
 - CAS – 37% disagree (of those aware of protests and policies)
 - Non-CAS – 23% disagree (of those aware of protests and policies)

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Disagreement By Work Category

- Clinical faculty – 19%
- Non-clinical faculty – 30%
- Staff – 22%

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Primary Themes from Comments

- Freedom of speech does not include the right to do/say anything or to act in a way that disrupts another individual's right to work, pursue an education, or feel safe
- Uncertainty over the actual peacefulness of events
- Safety of campus community should be a top priority
- Administration is prejudicial in its exercise of police presence; it has not responded in the same way to other demonstrations
- Targeting of any ethnic group is not acceptable
- Administration's communication of policies and actions to campus were unclear
- Strong condemnation of anti-American/pro-Hamas protests
- Student actions at Governance Meetings have been inappropriate, disrespectful, and disruptive - interfering with the business of governing
- Students missed classes due to being misinformed/uninformed

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Secondary Themes from Comments

- Need for an official forum for the students to dialogue with each other and the Administration
- Protester's actions did not justify Administration's response
- Awareness of the difficulty of the Administration's position
- Disruption to meetings, access, roads, etc. due to police presence is frustrating and unnecessary
- University police should have been the only police presence
- Arrests should not have been made because the activities were peaceful
- All charges should be dropped

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Typical Comments (agree with Administration’s actions) -1

“The protests need to STOP. They are disruptive to campus work. And the Jewish members of our staff are OFFENDED. There is no use for a protest on a college campus. We are trying to make the campus operate in a professional way for students and having people screaming outside our windows is very stressful. Then I heard they were in the Admin building disrupting operations. They should all be expelled.”

“I sit next to a woman who is Jewish. When the protesters are chanting as they pass our building, she was crying....They should be expelled for disrupting that Senate meeting.... It is adding more stress and fear to others on campus who are trying to work or get a degree.”

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Typical Comments (agree with Administration’s actions)-2

“I wasn't at the protest. However, as an attendee of the assembly where students exhibited disrespectful behavior, including the use of profanity directed towards faculty and the President, it is important to address the issue at hand. Such conduct undermines the spirit of civil discourse and is against the principles of respectful engagement within our academic community.”

“Right to freedom of expression ends when rules, guidelines and laws are broken and violated.”

“ I feel unsafe”

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Typical Comments (disagree with Administration's actions) -1

"The use of police force on the part of the university against its own students is shameful"

"Completely agree that the University has to ensure security. Completely disagree with how recent peaceful protests have been handled. Completely out of proportion. Ditto for the inadequate response from the President to concerns and reservations about how this was handled."

"While I generally disagree with the University response, I am equally frustrated with the constant interruption to my classes, meetings, and office time due to the protests, increased police presence and militaristic approach of emergency response vehicles blocking sidewalks, walking paths, handicap ramps, roadways, etc."

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Typical Comments (disagree with Administration's actions) -2

"I strongly disagree with admin's lack of engagement with the students (listening, not telling them how to conduct themselves) and their decision to arrest students a few weeks prior. I would strongly encourage administration to take a more humane approach -Over-reaction spawns further over-reactions."

"Why were students arrested after they complied with requests to be quiet"

"I do not know the truth of the matter since I do not work in the Admin. building and President McInnis has a different narrative than the student narrative. If it was a peaceful protest, then indeed it is appalling that students were arrested. Rather than calling in law enforcement the Dean of Students and the Muslim Society should have addressed the students concerned and listened to them"

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Questions

