

**Seattle University College of Arts & Sciences  
Strategic Planning 2019/2020  
September 5, 2019**

**DRAFT 3  
PHASE 1: MEMO 5  
Summary of Faculty, Staff & Student Surveys**

**I. Introduction**

This memo summarizes the findings from the 2019 College of Arts and Sciences Strategic Planning Survey. The survey was administered from May 9 -24, 2019. The survey contained five questions, including:

1. Please indicate your role(s) in the college - select all that apply: (staff, faculty, undergraduate student, graduate student)
2. On a scale of 1 to 5, how well is the College of Arts and Sciences living up to our mission and values? (Likert Scale 1= We are failing to live up to this practice; 5= We always live up to this practice)
3. In your opinion, what are our strengths as a college? What do we do well today? Please list the top 5 strengths that come to mind. (Open-ended)
4. In your wildest dreams, what might the College of Arts and Sciences look like in 5 years? Please describe the key elements of this future. (Open-ended)
5. Please share additional input or suggestions on the college's 5-year vision/strategic plan here: (Open-ended)

There were 167 responses to the survey. The respondents included:

- Staff: 15
- Faculty: 32
- Undergraduate Students: 94
- Graduate Students: 25

**II. General Findings:**

- Faculty and staff responses tracked closely with each other
- Graduate and Undergraduate responses tracked closely with each other
- Reciprocal respect between faculty and staff
- Faculty see opportunities for improvement around: academic excellence and critical thinking, global concern, Jesuit tradition, while students appear more satisfied on these dimensions
- Faculty rated the college low on addressing Leadership/Teamwork
- There appears to be tension between being a Jesuit LAC and integrating professional development and career training

**III. Strengths**

- Care for students
- General agreement that major strengths are faculty and staff

- Students appear to believe CAS is doing a better job than faculty or staff of living up to the mission and values identified on our website and in the survey. Faculty see opportunities for improvement around: academic excellence and critical thinking, global concern, Jesuit tradition, while students appear more satisfied on these dimensions
- Students cite advising as a strength at a much higher rate than other categories
- Commitment to social justice identified as a strength by many, but some question the extent to which social justice is applied to our own institution
- Faculty and staff cited shared governance as a strength

#### **IV. Priorities and Visions for the Future**

- More resources and funding should be a priority (this includes more investment in faculty with regard to compensation, more tenure lines, more full-time lines as well as more student aid, better technology, and classroom spaces)
- Maintaining small classes
- Achieving greater diversity among faculty and staff
- Increase the incorporation of diverse perspectives into the curriculum
- More attention to global concerns is needed
- Students and faculty would like more opportunities for student research
- Students would like more professional development and career readiness opportunities. Several staff and faculty also mention the importance of enhancing professional development of students and internships
- Desire for greater collaboration and integration among programs
- More physical space should be a priority, perhaps replacing the Fine Arts building
- Several students mention wanting more class options and variety in the curriculum
- Some students value the ability to pursue specialties or tracks within majors and would like more of this
- Some faculty mention the need for more emphasis on research and scholarship.

**Table 1:** Mean Survey Responses on Question 2 by Respondent Type (On a scale of 1 to 5, how well is the College of Arts and Sciences living up to our mission and values? (Likert Scale 1= We are failing to live up to this practice; 5= We always live up to this practice))

On a scale of 1 to 5, how well is the College of Arts and Sciences living up to our mission and values?	All Respondents	Staff	Faculty	Undergrad Students	Grad students
Number of responses:	167	15	32	94	25
Community of Learners	3.71	3.33	3.5	3.83	3.8
Academic Excellence	3.83	3.67	3.47	3.94	4.04
Creative and Critical Thinking	3.86	3.67	3.59	3.96	4
Global Concern	3.57	3	3.21	3.73	3.84
Jesuit Tradition	3.55	3.2	3.28	3.63	3.84
Leadership and Teamwork	3.60	3.47	3.03	3.83	3.56

**Table 2:** Most Common Responses on Question 3 by Respondent Type (In your opinion, what are our strengths as a college? What do we do well today? Please list the top 5 strengths that come to mind.)

	All Respondents	Staff	Faculty	Undergrad Students	Grad students
Number of responses:	167	15	32	94	25
Care for Students	33	6	8	8	2
Faculty/Profs	30	5	17	23	4
Commitment to Social Justice	28	2	7	8	6
Service to Communities	21	1	3	14	3
Advising	21	1	2	18	0
Staff	20	3	8	7	2
Variety of courses offered	14	0	1	11	2
Diversity	11	1	3	5	2
Shared governance	11	5	6	0	0
Inclusiveness	10	0	4	4	2
Open-mindedness	10	2	0	8	1
Internships	8	0	1	6	1
Small classes	8	0	3	4	1
Challenge	6	0	1	2	3

**Table 3:** Most Common Responses on Question 4 by Respondent Type (In your wildest dreams, what might the College of Arts and Sciences look like in 5 years? Please describe the key elements of this future.)

	All Respondents	Staff	Faculty	Undergrad Students	Grad students
Number of responses:	167	15	32	94	25
More resources/funding	22	5	10	3	5
Professional development	13	6	4	1	3
More collaboration/integration between programs and departments	12	0	5	4	2
More student research opportunities	11	0	4	5	1
Maintain small class sizes	10	0	3	4	2
More diversity	9	1	3	3	5
More inclusive college	9	0	3	5	1
More internships	9	3	2	4	1
More competitive compensation/pay	9	1	6	2	0
More physical space	8	2	3	3	1
More class options	8	0	0	7	1
Better communication	7	0	1	5	
Greater attention to issues of intersectionality	5	1	1	2	1
More global engagement	5	0	2	3	0
Greater care for NTT	4	0	4	0	0
Improved shared governance	3	0	3	0	0
More diverse voices in curriculum	5	0	0	5	0
Updated UCOR	5	0	2	3	0