

## **Faculty Concerns Survey Appendix 2:**

### **College Data Tables**

**2010**

#### **A Biennial Report from the Faculty Concerns Committee**

##### **Survey Subcommittee**

Karen Buzzard

Jef Cornelius-White

James Philpot

Sharmistha Self

Joan Test

Michelle Visio

##### **Faculty Concerns Committee**

Sharmistha Self (Chair), Jef Cornelius-White (Secretary), Christopher Herr, Karen Buzzard, Sam Dyer, David Hays, Judith Martin, Duat Vu, Yili Shi, Melody LaPreze, Duane Moses, Steve Olson, James Philpot, Melissa Burnett, Vicki Dunlop, Joan Test, Randy Wallace, Patricia Cahoj, Mike Craig, Keith Ernce, Ye (Angel) Wang, Kelli Farmer, Mike Hudson, Mary Newman, Roberto Canales, Patricia Webb, Brooks Blevins, Patrick Scott, Elizabeth Sobel, John Strong, Dan Kaufman  
(*Fall sub: Johnny Washington*), Dan Crafts, Reza Herati, Raj Jutla, Tom Kachel, Kyoungtae Kim, Emmett Redd, Mike Roling, Yang Wang, Cameron Wickham, Tracy Stout, Michelle Visio, Terrel Gallaway (Ex-officio member)

**Appendix 2**  
**College Data Tables**

Table VIII:	College of Arts & Letters
Table IX:	College of Business Administration
Table X:	College of Education
Table XI:	College of Health & Human Services
Table XII:	College of Humanities & Public Affairs
Table XIII:	College of Natural & Applied Sciences
Table XIV:	Libraries

**Responses by College**  
**Table VIII: College of Arts & Letters**

<b>College = COAL</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
Teaching load (number of classes, class size, student-faculty ratio, etc.).	100	2.48	1.176	2.96	-0.48
Differential teaching loads across campus.	97	2.13	1.017	2.58	-0.45
Salary differentials that exist across Missouri State University.	101	1.55	.741	1.93	-0.38
Abolition of cost of living increases in favor of replacement pay for performance/equity.	99	1.77	1.008	2.08	-0.31
Libraries: holdings of books, journals, etc.	101	3.28	1.078	3.58	-0.31
Efforts are made to attract diverse students to our programs.	98	3.01	.947	3.28	-0.27
Procedures by which performance/merit salary decisions are made.	98	2.09	.985	2.36	-0.27
Committee assignments and duties.	100	2.97	1.039	3.23	-0.26
Faculty Center for Teaching and Learning	93	3.09	.928	3.35	-0.26
Custodial maintenance of facilities.	101	2.92	1.129	3.17	-0.25
Use and effect of per-course or unranked faculty in your department.	98	3.12	1.077	3.37	-0.25
I believe the university does well in showing its accountability to the public affairs mission.	98	2.92	1.181	3.15	-0.24
Personal and building security.	102	3.25	1.112	3.48	-0.24
Extent to which promotion and tenure criteria are defined and made known.	101	3.43	.920	3.66	-0.23
Recreational services and facilities for faculty.	94	3.00	.842	3.23	-0.23
Academic advisement load and duties.	98	3.14	.995	3.37	-0.23
Future salary prospects.	102	1.62	.784	1.85	-0.23

The quality of performance feedback provided by the department head during scheduled performance reviews.	99	3.33	1.107	3.56	-0.22
I believe the faculty have a good understanding of the public affairs mission.	101	2.71	1.169	2.94	-0.22
Computer Services: facilities and computer help desk support available for students.	90	3.49	.864	3.71	-0.22
General quality of performance of Board of Governors.	99	2.09	.959	2.31	-0.22
General quality of student advisement.	98	3.42	1.015	3.64	-0.22
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	98	2.46	1.007	2.67	-0.22
Office of Sponsored Research and Programs.	90	2.91	.882	3.12	-0.21
Educational Technology Center (ETC): facilities and support available to students.	88	3.41	.839	3.62	-0.21
Level of shared governance.	99	2.26	1.093	2.46	-0.20
Libraries: facilities and support available for students	98	3.61	.970	3.81	-0.20
Libraries: facilities and support available to faculty.	100	3.70	1.010	3.89	-0.19
Direction the University is moving (priorities, etc.).	99	2.64	.897	2.82	-0.19
Extent of feedback regarding reasons for promotion and tenure decisions.	97	3.22	.981	3.40	-0.19
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	100	2.67	1.386	2.86	-0.19
General quality of performance of Equal Opportunity Officer.	87	3.14	.824	3.32	-0.18
The quality of the criteria used to make merit/equity decisions in your department.	98	2.97	1.144	3.15	-0.18
Compensation for overload courses.	93	2.30	.930	2.48	-0.18
Computer Services: facilities and computer help desk support available to faculty.	100	3.69	.950	3.86	-0.17
Procedures by which promotion and tenure decisions are made.	98	3.33	.972	3.48	-0.16

Procedures by which equity adjustment salary decisions are made.	97	2.20	1.027	2.35	-0.16
Compensation for per-course faculty.	92	2.47	.831	2.62	-0.15
Medical/health benefits.	101	2.84	1.198	2.99	-0.15
Graduate Assistant support for faculty.	92	2.80	.986	2.95	-0.15
Overall satisfaction with being a Missouri State University faculty member.	101	3.38	.999	3.52	-0.14
General quality of performance of Assistants to University President.	90	2.78	.933	2.92	-0.14
Educational Technology Center (ETC): facilities and support available to faculty.	94	3.61	.832	3.75	-0.14
Procedures by which general University policies and priorities are made.	101	2.59	.961	2.73	-0.14
Sick leave benefits	90	3.14	.696	3.28	-0.14
Services and faculty use of Taylor Health & Wellness Center.	99	3.83	.948	3.96	-0.14
The way discretionary monies are used to reward merit/equity.	96	2.11	1.085	2.25	-0.13
Procedures by which department policies are made.	102	3.30	1.032	3.43	-0.13
Support for research or literary publication (time, finances, space, etc.).	97	2.57	1.181	2.69	-0.12
Clerical support for faculty.	101	3.51	1.205	3.63	-0.12
Physical plant (heat, air, maintenance, renovations, etc.).	101	2.88	1.107	3.00	-0.11
General quality of performance of your department head.	101	3.61	1.273	3.72	-0.11
Content of general University policies.	100	3.03	.858	3.14	-0.11
Faculty Development through sabbaticals and educational leaves.	90	2.99	1.033	3.10	-0.11
Current nine month salary.	101	2.45	1.100	2.55	-0.11

Procedures by which general University policies and priorities are communicated to faculty.	100	2.79	.935	2.89	-0.10
Assignment of your classes (extent they match your interests and background).	101	3.88	.993	3.98	-0.10
Availability of research opportunities.	97	3.01	1.123	3.11	-0.10
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	88	3.07	.944	3.15	-0.08
Distance Learning and Instructional Technology: facilities and support available to faculty.	85	3.34	.749	3.41	-0.07
General quality of Missouri State University faculty.	100	3.79	.844	3.86	-0.07
Educational benefits for employees and families	96	3.28	.948	3.33	-0.05
Life insurance program.	98	3.45	.734	3.49	-0.04
Dental care	97	3.15	1.064	3.19	-0.04
Content of policies of your college.	98	3.21	.840	3.25	-0.04
Content of departmental policies.	98	3.42	.907	3.46	-0.04
Congeniality of colleagues.	102	3.85	.969	3.87	-0.02
Retirement program.	97	3.36	.880	3.38	-0.02
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	89	3.36	.801	3.38	-0.02
General quality of performance of University President.	95	2.97	.893	2.98	-0.02
Rate of pay for summer teaching (2.5% per hour).	96	2.72	.992	2.73	-0.01
Classroom facilities.	102	3.25	1.346	3.25	-0.01
I plan to retire from Missouri State within the next five years.	96	2.38	1.324	2.31	0.06
Allocation of summer teaching.	96	3.18	.871	3.11	0.07

Procedures by which policies are made for your college.	97	3.18	.947	3.11	0.07
General quality of performance of Associate Provost.	95	3.13	1.024	3.04	0.08
General quality of performance of your college dean.	101	3.56	1.161	3.47	0.09
Bear Claw Tutoring Center	86	3.59	.873	3.48	0.11
Personal office facilities.	102	3.55	1.325	3.43	0.12
General quality of performance of Provost.	97	2.88	1.157	2.74	0.14
General quality of performance of your college associate dean.	99	3.53	1.146	3.34	0.19
I feel pressured to deflate grades.	93	2.19	1.003	2.00	0.19
Reimbursement for attending conventions, conferences, workshops, etc.	98	2.88	1.212	2.65	0.22
I plan on leaving Missouri State within the next year.	94	2.27	1.079	2.01	0.26
I often think about leaving this University.	97	3.38	1.326	3.09	0.29
I feel pressured to inflate grades.	102	3.22	1.271	2.83	0.39
I am actively looking for other academic positions elsewhere.	95	2.72	1.389	2.29	0.43

**Responses by College**  
**Table IX: College of Business Administration**

<b>College = COBA</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
Custodial maintenance of facilities.	31	2.65	1.082	3.17	-0.53
General quality of performance of Equal Opportunity Officer.	29	2.79	1.082	3.32	-0.53
General quality of performance of Provost.	33	2.24	1.146	2.74	-0.50
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	31	2.90	1.248	3.38	-0.48
Availability of research opportunities.	28	2.68	1.090	3.11	-0.43
General quality of performance of Associate Provost.	30	2.63	.890	3.04	-0.41
Computer Services: facilities and computer help desk support available to faculty.	33	3.45	1.148	3.86	-0.40
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	29	2.76	1.244	3.15	-0.39
Direction the University is moving (priorities, etc.).	32	2.44	1.076	2.82	-0.39
Distance Learning and Instructional Technology: facilities and support available to faculty.	32	3.06	1.076	3.41	-0.35
Office of Sponsored Research and Programs.	27	2.78	.751	3.12	-0.35
General quality of performance of University President.	31	2.68	.979	2.98	-0.31
The quality of the criteria used to make merit/equity decisions in your department.	31	2.87	1.024	3.15	-0.28
Educational Technology Center (ETC): facilities and support available to faculty.	32	3.47	.983	3.75	-0.28
The way discretionary monies are used to reward merit/equity.	30	2.00	.830	2.25	-0.25
Educational Technology Center (ETC): facilities and support available to students.	28	3.39	.832	3.62	-0.22
I believe the university does well in showing its accountability to the public affairs mission.	32	2.94	1.268	3.15	-0.22

Physical plant (heat, air, maintenance, renovations, etc.).	32	2.78	1.008	3.00	-0.21
Clerical support for faculty.	33	3.42	1.032	3.63	-0.21
Reimbursement for attending conventions, conferences, workshops, etc.	31	2.45	1.091	2.65	-0.20
Content of general University policies.	33	2.94	.966	3.14	-0.20
Educational benefits for employees and families	33	3.15	.939	3.33	-0.18
General quality of performance of Assistants to University President.	27	2.74	.944	2.92	-0.18
Libraries: facilities and support available to faculty.	32	3.72	.581	3.89	-0.17
Procedures by which policies are made for your college.	31	2.94	1.093	3.11	-0.17
Classroom facilities.	33	3.09	1.042	3.25	-0.16
General quality of performance of your college dean.	32	3.31	1.230	3.47	-0.16
Extent to which promotion and tenure criteria are defined and made known.	30	3.50	.820	3.66	-0.16
I plan to retire from Missouri State within the next five years.	32	2.16	1.139	2.31	-0.16
I often think about leaving this University.	32	2.94	1.243	3.09	-0.16
Rate of pay for summer teaching (2.5% per hour).	32	2.59	1.103	2.73	-0.13
Content of policies of your college.	31	3.13	.922	3.25	-0.12
The quality of performance feedback provided by the department head during scheduled performance reviews.	30	3.43	1.006	3.56	-0.12
Life insurance program.	32	3.38	.833	3.49	-0.12
Congeniality of colleagues.	33	3.76	.663	3.87	-0.12
Content of departmental policies.	32	3.34	.745	3.46	-0.11

Procedures by which department policies are made.	31	3.32	.909	3.43	-0.11
Bear Claw Tutoring Center	27	3.41	.747	3.48	-0.08
Personal and building security.	32	3.41	.911	3.48	-0.07
General quality of student advisement.	32	3.56	.840	3.64	-0.07
Assignment of your classes (extent they match your interests and background).	32	3.91	1.088	3.98	-0.07
Dental care	33	3.12	.893	3.19	-0.07
Recreational services and facilities for faculty.	31	3.16	.898	3.23	-0.07
Procedures by which promotion and tenure decisions are made.	30	3.43	.898	3.48	-0.05
Faculty Center for Teaching and Learning	30	3.30	.915	3.35	-0.05
Computer Services: facilities and computer help desk support available for students.	30	3.67	.884	3.71	-0.05
General quality of Missouri State University faculty.	33	3.82	.808	3.86	-0.04
Procedures by which performance/merit salary decisions are made.	31	2.32	.979	2.36	-0.04
Libraries: facilities and support available for students	31	3.77	.617	3.81	-0.04
Overall satisfaction with being a Missouri State University faculty member.	33	3.48	1.093	3.52	-0.03
Faculty Development through sabbaticals and educational leaves.	30	3.07	.944	3.10	-0.03
I believe the faculty have a good understanding of the public affairs mission.	33	2.91	1.156	2.94	-0.03
General quality of performance of your department head.	33	3.70	1.132	3.72	-0.03
Efforts are made to attract diverse students to our programs.	30	3.27	.907	3.28	-0.02
Support for research or literary publication (time, finances, space, etc.).	31	2.68	1.077	2.69	-0.01

Extent of feedback regarding reasons for promotion and tenure decisions.	30	3.40	.724	3.40	0.00
Procedures by which equity adjustment salary decisions are made.	31	2.35	1.018	2.35	0.00
Teaching load (number of classes, class size, student-faculty ratio, etc.).	32	2.97	1.204	2.96	0.00
Libraries: holdings of books, journals, etc.	32	3.59	.665	3.58	0.01
Retirement program.	33	3.39	.933	3.38	0.01
Procedures by which general University policies and priorities are made.	32	2.75	1.107	2.73	0.02
I plan on leaving Missouri State within the next year.	31	2.03	.983	2.01	0.02
I feel pressured to deflate grades.	31	2.03	.948	2.00	0.03
Services and faculty use of Taylor Health & Wellness Center.	33	4.00	.791	3.96	0.04
General quality of performance of Board of Governors.	32	2.38	1.238	2.31	0.07
Sick leave benefits	28	3.36	.621	3.28	0.08
Graduate Assistant support for faculty.	31	3.03	1.016	2.95	0.08
I am actively looking for other academic positions elsewhere.	31	2.39	1.230	2.29	0.10
Abolition of cost of living increases in favor of replacement pay for performance/equity.	31	2.19	1.108	2.08	0.11
Personal office facilities.	33	3.55	1.252	3.43	0.12
Future salary prospects.	33	1.97	1.132	1.85	0.12
Level of shared governance.	31	2.61	1.308	2.46	0.15
Compensation for per-course faculty.	31	2.81	1.078	2.62	0.19
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	29	2.86	1.217	2.67	0.19

Medical/health benefits.	33	3.18	1.014	2.99	0.19
Differential teaching loads across campus.	31	2.77	.956	2.58	0.19
Committee assignments and duties.	32	3.44	.982	3.23	0.20
I feel pressured to inflate grades.	32	3.03	1.257	2.83	0.20
Compensation for overload courses.	32	2.69	.998	2.48	0.21
Allocation of summer teaching.	31	3.35	.839	3.11	0.24
Current nine month salary.	33	2.82	1.103	2.55	0.27
Procedures by which general University policies and priorities are communicated to faculty.	31	3.19	.910	2.89	0.30
Academic advisement load and duties.	28	3.68	.670	3.37	0.31
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	32	3.22	1.453	2.86	0.36
Use and effect of per-course or unranked faculty in your department.	32	3.75	.880	3.37	0.38
General quality of performance of your college associate dean.	30	3.80	.925	3.34	0.46
Salary differentials that exist across Missouri State University.	33	2.76	1.091	1.93	0.83

**Responses by College**  
**Table X: College of Education**

<b>College = COE</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
General quality of performance of your college dean.	56	2.48	1.388	3.47	-0.99
General quality of performance of your college associate dean.	56	2.59	1.233	3.34	-0.75
Procedures by which policies are made for your college.	56	2.41	1.187	3.11	-0.70
Allocation of summer teaching.	52	2.48	1.129	3.11	-0.63
Reimbursement for attending conventions, conferences, workshops, etc.	57	2.04	1.101	2.65	-0.62
Use and effect of per-course or unranked faculty in your department.	56	2.84	1.262	3.37	-0.53
The quality of the criteria used to make merit/equity decisions in your department.	56	2.70	1.220	3.15	-0.45
Procedures by which performance/merit salary decisions are made.	56	1.91	1.066	2.36	-0.45
Personal office facilities.	57	2.98	1.232	3.43	-0.45
Content of policies of your college.	55	2.82	1.002	3.25	-0.44
Congeniality of colleagues.	56	3.46	1.078	3.87	-0.41
I feel pressured to inflate grades.	56	2.50	1.375	2.83	-0.33
Procedures by which department policies are made.	55	3.11	1.165	3.43	-0.33
Content of departmental policies.	53	3.13	.981	3.46	-0.32
Computer Services: facilities and computer help desk support available to faculty.	57	3.54	.983	3.86	-0.32
Educational Technology Center (ETC): facilities and support available to faculty.	51	3.43	.831	3.75	-0.31
Procedures by which equity adjustment salary decisions are made.	55	2.05	1.008	2.35	-0.30

Support for research or literary publication (time, finances, space, etc.).	57	2.40	1.015	2.69	-0.28
Procedures by which promotion and tenure decisions are made.	54	3.20	1.122	3.48	-0.28
Classroom facilities.	57	2.98	1.009	3.25	-0.27
The quality of performance feedback provided by the department head during scheduled performance reviews.	55	3.29	1.133	3.56	-0.27
The way discretionary monies are used to reward merit/equity.	55	1.98	1.027	2.25	-0.27
Extent of feedback regarding reasons for promotion and tenure decisions.	54	3.15	.878	3.40	-0.26
Salary differentials that exist across Missouri State University.	56	1.71	.929	1.93	-0.22
General quality of performance of your department head.	57	3.53	1.311	3.72	-0.20
Clerical support for faculty.	55	3.44	1.118	3.63	-0.20
Compensation for overload courses.	53	2.28	1.045	2.48	-0.20
Computer Services: facilities and computer help desk support available for students.	52	3.52	.828	3.71	-0.19
Faculty Center for Teaching and Learning	51	3.16	.946	3.35	-0.19
Custodial maintenance of facilities.	56	3.00	1.250	3.17	-0.17
Graduate Assistant support for faculty.	54	2.80	1.203	2.95	-0.16
Current nine month salary.	57	2.40	1.223	2.55	-0.15
General quality of Missouri State University faculty.	56	3.71	.847	3.86	-0.15
Physical plant (heat, air, maintenance, renovations, etc.).	56	2.86	1.103	3.00	-0.14
Efforts are made to attract diverse students to our programs.	53	3.15	1.008	3.28	-0.13
Services and faculty use of Taylor Health & Wellness Center.	56	3.84	.987	3.96	-0.13

I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	56	2.73	1.152	2.86	-0.12
Availability of research opportunities.	55	2.98	.933	3.11	-0.12
Office of Sponsored Research and Programs.	52	3.00	.767	3.12	-0.12
Extent to which promotion and tenure criteria are defined and made known.	54	3.54	.884	3.66	-0.12
Abolition of cost of living increases in favor of replacement pay for performance/equity.	54	1.96	1.165	2.08	-0.12
Faculty Development through sabbaticals and educational leaves.	54	2.98	.835	3.10	-0.11
Overall satisfaction with being a Missouri State University faculty member.	56	3.41	1.092	3.52	-0.11
Distance Learning and Instructional Technology: facilities and support available to faculty.	50	3.32	.819	3.41	-0.09
Level of shared governance.	55	2.38	1.163	2.46	-0.08
Procedures by which general University policies and priorities are communicated to faculty.	57	2.82	1.104	2.89	-0.07
Educational Technology Center (ETC): facilities and support available to students.	52	3.56	.698	3.62	-0.06
Future salary prospects.	57	1.79	.921	1.85	-0.06
Assignment of your classes (extent they match your interests and background).	55	3.93	1.103	3.98	-0.05
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	52	3.33	.923	3.38	-0.05
Dental care	55	3.15	1.208	3.19	-0.05
I believe the university does well in showing its accountability to the public affairs mission.	56	3.11	1.056	3.15	-0.05
I feel pressured to deflate grades.	54	1.96	1.081	2.00	-0.04
Retirement program.	54	3.35	1.049	3.38	-0.03
General quality of performance of University President.	54	2.96	.951	2.98	-0.02

Academic advisement load and duties.	55	3.36	1.007	3.37	-0.01
Differential teaching loads across campus.	55	2.58	1.083	2.58	0.00
Sick leave benefits	52	3.29	1.016	3.28	0.01
Educational benefits for employees and families	56	3.34	1.210	3.33	0.01
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	52	3.15	.894	3.15	0.01
Committee assignments and duties.	57	3.25	.987	3.23	0.01
I often think about leaving this University.	54	3.11	1.488	3.09	0.02
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	56	2.71	1.074	2.67	0.04
General quality of performance of Associate Provost.	54	3.09	.917	3.04	0.05
General quality of student advisement.	55	3.69	.879	3.64	0.06
Procedures by which general University policies and priorities are made.	57	2.79	.995	2.73	0.06
Recreational services and facilities for faculty.	54	3.30	1.127	3.23	0.06
I plan on leaving Missouri State within the next year.	53	2.08	1.016	2.01	0.06
Personal and building security.	55	3.55	.959	3.48	0.07
General quality of performance of Assistants to University President.	50	3.00	.881	2.92	0.08
Bear Claw Tutoring Center	49	3.57	.842	3.48	0.09
I believe the faculty have a good understanding of the public affairs mission.	56	3.04	1.206	2.94	0.10
Life insurance program.	55	3.60	1.116	3.49	0.11
Compensation for per-course faculty.	52	2.73	.888	2.62	0.11

General quality of performance of Board of Governors.	55	2.44	1.135	2.31	0.13
General quality of performance of Provost.	56	2.88	1.096	2.74	0.14
Content of general University policies.	56	3.29	.868	3.14	0.15
I am actively looking for other academic positions elsewhere.	53	2.43	1.217	2.29	0.15
Libraries: facilities and support available for students	55	3.96	.693	3.81	0.15
Direction the University is moving (priorities, etc.).	56	2.98	1.018	2.82	0.16
Libraries: facilities and support available to faculty.	55	4.05	.731	3.89	0.16
General quality of performance of Equal Opportunity Officer.	52	3.50	.852	3.32	0.18
Medical/health benefits.	57	3.19	1.302	2.99	0.20
I plan to retire from Missouri State within the next five years.	57	2.53	1.616	2.31	0.21
Rate of pay for summer teaching (2.5% per hour).	52	2.94	1.195	2.73	0.22
Teaching load (number of classes, class size, student-faculty ratio, etc.).	57	3.26	1.158	2.96	0.30
Libraries: holdings of books, journals, etc.	55	4.00	.839	3.58	0.42

**Responses by College**  
**Table XI: College of Health & Human Services**

<b>College = CHHS</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
I feel pressured to inflate grades.	92	2.33	1.149	2.83	-0.50
Reimbursement for attending conventions, conferences, workshops, etc.	92	2.36	1.228	2.65	-0.29
I am actively looking for other academic positions elsewhere.	85	2.01	1.118	2.29	-0.27
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	94	2.62	1.237	2.86	-0.24
I plan on leaving Missouri State within the next year.	87	1.85	.922	2.01	-0.16
I feel pressured to deflate grades.	90	1.89	.917	2.00	-0.11
Classroom facilities.	95	3.17	1.145	3.25	-0.08
I often think about leaving this University.	87	3.03	1.271	3.09	-0.06
General quality of performance of Provost.	85	2.71	1.089	2.74	-0.03
Faculty Development through sabbaticals and educational leaves.	76	3.07	.929	3.10	-0.03
Recreational services and facilities for faculty.	92	3.22	1.057	3.23	-0.02
Compensation for per-course faculty.	83	2.63	.972	2.62	0.01
General quality of performance of your college associate dean.	62	3.37	.683	3.34	0.03
Medical/health benefits.	94	3.05	1.177	2.99	0.06
Current nine month salary.	83	2.61	1.156	2.55	0.06
Availability of research opportunities.	88	3.18	.989	3.11	0.08

Support for research or literary publication (time, finances, space, etc.).	89	2.78	1.053	2.69	0.09
Services and faculty use of Taylor Health & Wellness Center.	94	4.05	.896	3.96	0.09
I plan to retire from Missouri State within the next five years.	89	2.40	1.412	2.31	0.09
Dental care	91	3.29	1.003	3.19	0.09
Rate of pay for summer teaching (2.5% per hour).	80	2.83	1.077	2.73	0.10
Level of shared governance.	87	2.56	1.148	2.46	0.10
Educational benefits for employees and families	92	3.43	1.041	3.33	0.10
General quality of performance of Associate Provost.	74	3.15	1.056	3.04	0.11
Physical plant (heat, air, maintenance, renovations, etc.).	92	3.11	1.094	3.00	0.11
Procedures by which general University policies and priorities are communicated to faculty.	89	3.01	1.006	2.89	0.12
General quality of performance of University President.	82	3.11	.930	2.98	0.13
Life insurance program.	90	3.62	.787	3.49	0.13
General quality of performance of your department head.	92	3.86	1.173	3.72	0.13
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	83	3.52	.942	3.38	0.14
Future salary prospects.	92	1.99	.943	1.85	0.14
General quality of performance of Board of Governors.	86	2.45	1.124	2.31	0.14
Bear Claw Tutoring Center	77	3.64	.776	3.48	0.15
Compensation for overload courses.	79	2.65	1.050	2.48	0.17
Retirement program.	92	3.55	.817	3.38	0.17

Graduate Assistant support for faculty.	85	3.13	1.183	2.95	0.18
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	86	2.86	1.200	2.67	0.19
General quality of Missouri State University faculty.	93	4.05	.632	3.86	0.19
Abolition of cost of living increases in favor of replacement pay for performance/equity.	86	2.28	1.214	2.08	0.20
Libraries: facilities and support available for students	85	4.01	.699	3.81	0.20
Overall satisfaction with being a Missouri State University faculty member.	94	3.72	.873	3.52	0.20
Personal office facilities.	93	3.63	1.130	3.43	0.21
Extent to which promotion and tenure criteria are defined and made known.	90	3.87	1.019	3.66	0.21
Assignment of your classes (extent they match your interests and background).	90	4.19	.935	3.98	0.21
Sick leave benefits	85	3.49	.734	3.28	0.21
Personal and building security.	93	3.70	.870	3.48	0.22
Allocation of summer teaching.	81	3.33	1.012	3.11	0.22
Distance Learning and Instructional Technology: facilities and support available to faculty.	82	3.63	.910	3.41	0.22
Differential teaching loads across campus.	78	2.81	.968	2.58	0.22
Academic advisement load and duties.	89	3.60	.862	3.37	0.22
General quality of performance of Equal Opportunity Officer.	78	3.55	.907	3.32	0.23
Libraries: holdings of books, journals, etc.	92	3.82	.864	3.58	0.23
Congeniality of colleagues.	94	4.11	.873	3.87	0.23
General quality of performance of Assistants to University President.	73	3.15	.844	2.92	0.23

Salary differentials that exist across Missouri State University.	85	2.16	1.033	1.93	0.23
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	81	3.38	1.007	3.15	0.24
Procedures by which promotion and tenure decisions are made.	86	3.72	1.025	3.48	0.24
General quality of student advisement.	91	3.88	.828	3.64	0.24
Content of departmental policies.	88	3.70	.924	3.46	0.25
Content of general University policies.	87	3.39	.798	3.14	0.25
Procedures by which equity adjustment salary decisions are made.	86	2.60	1.077	2.35	0.25
Libraries: facilities and support available to faculty.	91	4.14	.708	3.89	0.25
Office of Sponsored Research and Programs.	84	3.38	.743	3.12	0.26
Content of policies of your college.	85	3.52	.796	3.25	0.26
Clerical support for faculty.	94	3.90	.984	3.63	0.27
Procedures by which department policies are made.	88	3.72	1.017	3.43	0.28
The way discretionary monies are used to reward merit/equity.	88	2.53	1.134	2.25	0.29
Committee assignments and duties.	88	3.52	.871	3.23	0.29
Procedures by which general University policies and priorities are made.	86	3.02	.982	2.73	0.29
Computer Services: facilities and computer help desk support available for students.	87	4.02	.647	3.71	0.31
Educational Technology Center (ETC): facilities and support available to students.	82	3.93	.733	3.62	0.31
Computer Services: facilities and computer help desk support available to faculty.	94	4.18	.687	3.86	0.32
Extent of feedback regarding reasons for promotion and tenure decisions.	78	3.73	.963	3.40	0.33

The quality of performance feedback provided by the department head during scheduled performance reviews.	88	3.89	.890	3.56	0.33
Procedures by which policies are made for your college.	85	3.44	.865	3.11	0.33
Efforts are made to attract diverse students to our programs.	83	3.61	.895	3.28	0.33
Teaching load (number of classes, class size, student-faculty ratio, etc.).	89	3.30	.958	2.96	0.34
General quality of performance of your college dean.	92	3.83	1.023	3.47	0.35
I believe the university does well in showing its accountability to the public affairs mission.	92	3.52	.895	3.15	0.37
Direction the University is moving (priorities, etc.).	90	3.20	1.030	2.82	0.38
Educational Technology Center (ETC): facilities and support available to faculty.	90	4.12	.650	3.75	0.38
Faculty Center for Teaching and Learning	86	3.74	.935	3.35	0.40
Use and effect of per-course or unranked faculty in your department.	87	3.77	.859	3.37	0.40
I believe the faculty have a good understanding of the public affairs mission.	93	3.35	.868	2.94	0.42
Procedures by which performance/merit salary decisions are made.	89	2.87	1.099	2.36	0.50
The quality of the criteria used to make merit/equity decisions in your department.	86	3.66	1.013	3.15	0.51
Custodial maintenance of facilities.	93	3.72	.925	3.17	0.55

**Responses by College**  
**Table XII: College of Humanities & Public Affairs**

<b>College = CHPA</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	21	1.95	1.071	2.67	-0.72
Libraries: facilities and support available to faculty.	22	3.23	1.193	3.89	-0.66
Teaching load (number of classes, class size, student-faculty ratio, etc.).	22	2.32	1.323	2.96	-0.65
Procedures by which performance/merit salary decisions are made.	21	1.76	1.044	2.36	-0.60
General quality of performance of University President.	20	2.40	.940	2.98	-0.58
Content of general University policies.	21	2.57	1.121	3.14	-0.57
Medical/health benefits.	23	2.43	1.237	2.99	-0.56
Committee assignments and duties.	22	2.68	1.171	3.23	-0.55
Content of departmental policies.	21	2.90	.995	3.46	-0.55
General quality of performance of Board of Governors.	21	1.76	.889	2.31	-0.55
Bear Claw Tutoring Center	19	2.95	.848	3.48	-0.54
Future salary prospects.	22	1.32	.477	1.85	-0.53
General quality of performance of Assistants to University President.	20	2.40	.883	2.92	-0.52
Direction the University is moving (priorities, etc.).	22	2.32	1.041	2.82	-0.51
Procedures by which general University policies and priorities are made.	22	2.23	1.193	2.73	-0.50
Procedures by which equity adjustment salary decisions are made.	21	1.86	.854	2.35	-0.50

Libraries: holdings of books, journals, etc.	22	3.09	1.231	3.58	-0.49
Assignment of your classes (extent they match your interests and background).	22	3.50	1.263	3.98	-0.48
Overall satisfaction with being a Missouri State University faculty member.	23	3.04	1.224	3.52	-0.48
Procedures by which general University policies and priorities are communicated to faculty.	21	2.43	1.326	2.89	-0.47
General quality of performance of Associate Provost.	19	2.58	.961	3.04	-0.46
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	21	2.71	1.231	3.15	-0.43
Graduate Assistant support for faculty.	21	2.52	1.123	2.95	-0.43
Libraries: facilities and support available for students	21	3.38	1.024	3.81	-0.43
The quality of the criteria used to make merit/equity decisions in your department.	20	2.75	1.118	3.15	-0.40
Procedures by which policies are made for your college.	21	2.71	1.146	3.11	-0.39
Procedures by which department policies are made.	23	3.04	1.065	3.43	-0.39
Sick leave benefits	21	2.90	.995	3.28	-0.38
Level of shared governance.	23	2.09	1.083	2.46	-0.38
Efforts are made to attract diverse students to our programs.	23	2.96	1.147	3.28	-0.33
Rate of pay for summer teaching (2.5% per hour).	20	2.40	1.142	2.73	-0.33
Current nine month salary.	22	2.23	1.152	2.55	-0.32
Content of policies of your college.	21	2.95	1.024	3.25	-0.30
Faculty Development through sabbaticals and educational leaves.	20	2.80	1.152	3.10	-0.30
The way discretionary monies are used to reward merit/equity.	22	1.95	1.133	2.25	-0.29

Educational benefits for employees and families	22	3.05	1.046	3.33	-0.29
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	21	3.10	1.179	3.38	-0.28
Support for research or literary publication (time, finances, space, etc.).	22	2.41	1.141	2.69	-0.28
Abolition of cost of living increases in favor of replacement pay for performance/equity.	21	1.81	1.123	2.08	-0.27
Compensation for per-course faculty.	20	2.35	1.089	2.62	-0.27
Life insurance program.	22	3.23	.922	3.49	-0.27
Computer Services: facilities and computer help desk support available for students.	20	3.45	.887	3.71	-0.26
General quality of Missouri State University faculty.	23	3.61	.891	3.86	-0.25
Retirement program.	23	3.13	.968	3.38	-0.25
I believe the university does well in showing its accountability to the public affairs mission.	22	2.91	1.109	3.15	-0.25
Compensation for overload courses.	21	2.24	1.044	2.48	-0.24
Availability of research opportunities.	22	2.86	1.125	3.11	-0.24
Procedures by which promotion and tenure decisions are made.	20	3.25	1.209	3.48	-0.23
General quality of performance of Equal Opportunity Officer.	22	3.09	1.231	3.32	-0.23
Use and effect of per-course or unranked faculty in your department.	21	3.14	1.276	3.37	-0.23
Office of Sponsored Research and Programs.	20	2.90	.852	3.12	-0.22
Congeniality of colleagues.	23	3.65	.832	3.87	-0.22
I plan to retire from Missouri State within the next five years.	20	2.10	1.334	2.31	-0.21
Academic advisement load and duties.	19	3.16	1.119	3.37	-0.21

General quality of performance of your college associate dean.	22	3.14	1.246	3.34	-0.20
Salary differentials that exist across Missouri State University.	22	1.73	.827	1.93	-0.20
Faculty Center for Teaching and Learning	20	3.15	1.182	3.35	-0.20
Services and faculty use of Taylor Health & Wellness Center.	23	3.78	.902	3.96	-0.18
General quality of performance of Provost.	21	2.57	1.076	2.74	-0.17
I believe the faculty have a good understanding of the public affairs mission.	23	2.78	1.313	2.94	-0.15
Dental care	23	3.04	1.107	3.19	-0.15
Recreational services and facilities for faculty.	19	3.16	.765	3.23	-0.08
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	23	2.78	1.380	2.86	-0.07
Distance Learning and Instructional Technology: facilities and support available to faculty.	20	3.35	.745	3.41	-0.06
Differential teaching loads across campus.	21	2.52	1.078	2.58	-0.06
Reimbursement for attending conventions, conferences, workshops, etc.	23	2.70	1.329	2.65	0.04
Extent of feedback regarding reasons for promotion and tenure decisions.	20	3.45	.999	3.40	0.05
Clerical support for faculty.	22	3.68	1.041	3.63	0.05
Educational Technology Center (ETC): facilities and support available to students.	18	3.67	.840	3.62	0.05
Educational Technology Center (ETC): facilities and support available to faculty.	20	3.80	.894	3.75	0.05
I am actively looking for other academic positions elsewhere.	22	2.36	1.255	2.29	0.08
Computer Services: facilities and computer help desk support available to faculty.	23	3.96	.878	3.86	0.10
Extent to which promotion and tenure criteria are defined and made known.	21	3.76	.889	3.66	0.10

General quality of student advisement.	22	3.82	.664	3.64	0.18
Allocation of summer teaching.	21	3.33	1.017	3.11	0.22
The quality of performance feedback provided by the department head during scheduled performance reviews.	21	3.81	.928	3.56	0.25
I plan on leaving Missouri State within the next year.	19	2.26	.933	2.01	0.25
Custodial maintenance of facilities.	22	3.45	.912	3.17	0.28
General quality of performance of your college dean.	23	3.78	.998	3.47	0.31
General quality of performance of your department head.	23	4.04	1.065	3.72	0.32
Personal and building security.	22	3.82	.853	3.48	0.34
I feel pressured to inflate grades.	23	3.22	1.242	2.83	0.39
I feel pressured to deflate grades.	23	2.52	1.275	2.00	0.52
I often think about leaving this University.	22	3.73	1.316	3.09	0.63
Physical plant (heat, air, maintenance, renovations, etc.).	22	3.73	.767	3.00	0.73
Personal office facilities.	23	4.17	.576	3.43	0.75
Classroom facilities.	23	4.00	.798	3.25	0.75

**Responses by College**  
**Table XIII: College of Natural & Applied Sciences**

<b>College = CNAS</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
Personal office facilities.	67	2.84	1.175	3.43	-0.59
I often think about leaving this University.	63	2.59	1.352	3.09	-0.51
I feel pressured to deflate grades.	61	1.62	.687	2.00	-0.38
I am actively looking for other academic positions elsewhere.	63	1.92	1.067	2.29	-0.37
I believe the faculty have a good understanding of the public affairs mission.	62	2.61	1.030	2.94	-0.32
I plan on leaving Missouri State within the next year.	63	1.73	1.003	2.01	-0.28
Custodial maintenance of facilities.	67	2.90	1.182	3.17	-0.28
I plan to retire from Missouri State within the next five years.	64	2.05	1.278	2.31	-0.27
Bear Claw Tutoring Center	60	3.27	.899	3.48	-0.22
Personal and building security.	67	3.31	.957	3.48	-0.17
Retirement program.	61	3.28	.897	3.38	-0.10
General quality of performance of Provost.	62	2.65	1.147	2.74	-0.09
Rate of pay for summer teaching (2.5% per hour).	63	2.63	1.112	2.73	-0.09
Sick leave benefits	51	3.20	.849	3.28	-0.09
Life insurance program.	63	3.41	.816	3.49	-0.08
Content of general University policies.	61	3.08	.843	3.14	-0.06
Classroom facilities.	67	3.21	1.095	3.25	-0.04

Physical plant (heat, air, maintenance, renovations, etc.).	67	2.96	1.036	3.00	-0.04
Procedures by which general University policies and priorities are made.	62	2.69	.934	2.73	-0.04
Direction the University is moving (priorities, etc.).	67	2.79	1.008	2.82	-0.03
General quality of student advisement.	64	3.61	.789	3.64	-0.03
Faculty Center for Teaching and Learning	55	3.33	.982	3.35	-0.02
Medical/health benefits.	63	3.00	1.164	2.99	0.01
General quality of performance of Associate Provost.	55	3.05	.931	3.04	0.01
Academic advisement load and duties.	57	3.39	.940	3.37	0.01
Dental care	62	3.21	1.026	3.19	0.02
Salary differentials that exist across Missouri State University.	63	1.95	.958	1.93	0.02
Compensation for per-course faculty.	57	2.65	.935	2.62	0.03
General quality of Missouri State University faculty.	66	3.89	.704	3.86	0.03
Libraries: holdings of books, journals, etc.	63	3.62	.958	3.58	0.03
Educational Technology Center (ETC): facilities and support available to students.	52	3.65	.683	3.62	0.04
Procedures by which general University policies and priorities are communicated to faculty.	61	2.93	.873	2.89	0.04
I believe the university does well in showing its accountability to the public affairs mission.	60	3.20	.988	3.15	0.05
General quality of performance of your department head.	62	3.77	1.137	3.72	0.05
Distance Learning and Instructional Technology: facilities and support available to faculty.	54	3.46	.745	3.41	0.05
General quality of performance of Board of Governors.	62	2.37	1.090	2.31	0.06

Educational Technology Center (ETC): facilities and support available to faculty.	60	3.82	.676	3.75	0.07
Allocation of summer teaching.	60	3.18	.948	3.11	0.07
General quality of performance of Assistants to University President.	52	3.00	.741	2.92	0.08
Clerical support for faculty.	62	3.73	.872	3.63	0.09
General quality of performance of Equal Opportunity Officer.	54	3.43	.838	3.32	0.10
Current nine month salary.	65	2.66	1.203	2.55	0.11
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	61	2.79	1.018	2.67	0.11
Libraries: facilities and support available for students	60	3.93	.634	3.81	0.12
Libraries: facilities and support available to faculty.	63	4.02	.660	3.89	0.13
Educational benefits for employees and families	62	3.47	1.004	3.33	0.14
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	56	3.29	.847	3.15	0.14
Committee assignments and duties.	60	3.38	1.010	3.23	0.15
General quality of performance of University President.	60	3.13	.769	2.98	0.15
Services and faculty use of Taylor Health & Wellness Center.	62	4.13	.665	3.96	0.16
Future salary prospects.	65	2.02	.992	1.85	0.17
Assignment of your classes (extent they match your interests and background).	61	4.16	.840	3.98	0.18
Computer Services: facilities and computer help desk support available to faculty.	67	4.04	.661	3.86	0.19
I feel pressured to inflate grades.	64	3.02	1.409	2.83	0.19
Level of shared governance.	61	2.66	.998	2.46	0.19

General quality of performance of your college dean.	64	3.67	.927	3.47	0.20
Congeniality of colleagues.	66	4.08	.900	3.87	0.20
Computer Services: facilities and computer help desk support available for students.	60	3.92	.671	3.71	0.20
Overall satisfaction with being a Missouri State University faculty member.	66	3.73	.969	3.52	0.21
The quality of performance feedback provided by the department head during scheduled performance reviews.	60	3.77	.963	3.56	0.21
The way discretionary monies are used to reward merit/equity.	59	2.47	1.072	2.25	0.23
Compensation for overload courses.	55	2.71	.832	2.48	0.23
Procedures by which equity adjustment salary decisions are made.	60	2.58	.996	2.35	0.23
Differential teaching loads across campus.	56	2.82	.917	2.58	0.24
Graduate Assistant support for faculty.	61	3.20	.872	2.95	0.24
Extent to which promotion and tenure criteria are defined and made known.	59	3.92	.857	3.66	0.26
Procedures by which policies are made for your college.	58	3.36	.950	3.11	0.26
Teaching load (number of classes, class size, student-faculty ratio, etc.).	62	3.23	1.031	2.96	0.26
Content of policies of your college.	60	3.52	.792	3.25	0.26
Efforts are made to attract diverse students to our programs.	56	3.55	.737	3.28	0.27
Faculty Development through sabbaticals and educational leaves.	56	3.38	.843	3.10	0.28
Extent of feedback regarding reasons for promotion and tenure decisions.	54	3.69	.886	3.40	0.28
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	56	3.66	.695	3.38	0.28
Content of departmental policies.	60	3.75	.876	3.46	0.29

Procedures by which performance/merit salary decisions are made.	61	2.67	1.106	2.36	0.31
Procedures by which promotion and tenure decisions are made.	60	3.82	.854	3.48	0.33
The quality of the criteria used to make merit/equity decisions in your department.	60	3.50	1.097	3.15	0.35
Recreational services and facilities for faculty.	60	3.60	.995	3.23	0.37
Office of Sponsored Research and Programs.	57	3.49	.869	3.12	0.37
Procedures by which department policies are made.	58	3.81	.963	3.43	0.38
General quality of performance of your college associate dean.	57	3.72	.840	3.34	0.38
Use and effect of per-course or unranked faculty in your department.	56	3.75	.815	3.37	0.38
Abolition of cost of living increases in favor of replacement pay for performance/equity.	61	2.49	1.220	2.08	0.41
Support for research or literary publication (time, finances, space, etc.).	56	3.11	1.003	2.69	0.42
Availability of research opportunities.	58	3.53	.754	3.11	0.43
Reimbursement for attending conventions, conferences, workshops, etc.	66	3.17	1.061	2.65	0.51
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	64	3.41	1.137	2.86	0.55

**Responses by College**  
**Table XIV: Libraries**

<b>College = Library</b>	N	Mean	Std. Deviation	University Mean	Difference from university mean
General quality of performance of your college associate dean.	9	2.56	.882	3.34	-0.78
Use and effect of per-course or unranked faculty in your department.	15	2.87	.640	3.37	-0.50
Extent of feedback regarding reasons for promotion and tenure decisions.	17	3.00	1.173	3.40	-0.40
Assignment of your classes (extent they match your interests and background).	17	3.59	1.064	3.98	-0.39
I feel pressured to inflate grades.	18	2.44	.922	2.83	-0.38
General quality of performance of your department head.	16	3.38	1.544	3.72	-0.35
General quality of student advisement.	15	3.33	.724	3.64	-0.30
Allocation of summer teaching.	16	2.81	1.047	3.11	-0.30
Committee assignments and duties.	17	2.94	1.144	3.23	-0.29
Efforts are made to attract diverse students to our programs.	17	3.00	1.000	3.28	-0.28
The quality of performance feedback provided by the department head during scheduled performance reviews.	18	3.28	1.320	3.56	-0.28
Procedures by which department policies are made.	18	3.17	1.295	3.43	-0.27
Content of departmental policies.	18	3.22	1.114	3.46	-0.23
The quality of the criteria used to make merit/equity decisions in your department.	17	2.94	1.029	3.15	-0.21
Libraries: holdings of books, journals, etc.	18	3.39	1.145	3.58	-0.20
Clerical support for faculty.	17	3.47	.943	3.63	-0.16
Educational Technology Center (ETC): facilities and support available to faculty.	17	3.59	.939	3.75	-0.16

Educational Technology Center (ETC): facilities and support available to students.	17	3.47	.874	3.62	-0.15
Content of policies of your college.	18	3.11	1.231	3.25	-0.14
Academic advisement load and duties.	16	3.25	.447	3.37	-0.12
I am actively looking for other academic positions elsewhere.	17	2.18	1.334	2.29	-0.11
Congeniality of colleagues.	18	3.78	1.003	3.87	-0.10
Libraries: facilities and support available to faculty.	18	3.83	1.043	3.89	-0.06
Procedures by which policies are made for your college.	18	3.06	1.392	3.11	-0.05
Libraries: facilities and support available for students	17	3.76	1.091	3.81	-0.05
The extent to which Equal Opportunity policies are observed in hiring of faculty and staff.	18	3.33	1.138	3.38	-0.05
The extent to which the Equal Opportunity policies are observed in hiring administrative personnel.	17	3.12	1.054	3.15	-0.03
General quality of Missouri State University faculty.	18	3.83	.786	3.86	-0.03
Procedures by which general University policies and priorities are made.	18	2.72	.958	2.73	-0.01
Procedures by which general University policies and priorities are communicated to faculty.	18	2.89	.832	2.89	-0.01
I often think about leaving this University.	18	3.11	1.568	3.09	0.02
Overall satisfaction with being a Missouri State University faculty member.	18	3.56	1.042	3.52	0.04
Graduate Assistant support for faculty.	15	3.00	.845	2.95	0.05
Office of Sponsored Research and Programs.	17	3.18	.393	3.12	0.05
Computer Services: facilities and computer help desk support available for students.	18	3.78	.943	3.71	0.07
Procedures by which promotion and tenure decisions are made.	18	3.56	1.294	3.48	0.07

Current nine month salary.	16	2.63	1.025	2.55	0.07
I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University.	16	2.94	.854	2.86	0.08
Rate of pay for summer teaching (2.5% per hour).	16	2.81	1.047	2.73	0.09
Teaching load (number of classes, class size, student-faculty ratio, etc.).	17	3.06	1.144	2.96	0.09
I feel pressured to deflate grades.	18	2.11	.832	2.00	0.11
Distance Learning and Instructional Technology: facilities and support available to faculty.	17	3.53	.717	3.41	0.12
Availability of research opportunities.	17	3.24	.752	3.11	0.13
Personal and building security.	18	3.61	.916	3.48	0.13
General quality of performance of your college dean.	18	3.61	1.378	3.47	0.14
Content of general University policies.	18	3.28	.826	3.14	0.14
Sick leave benefits	18	3.44	.922	3.28	0.16
Extent to which promotion and tenure criteria are defined and made known.	18	3.83	.618	3.66	0.17
Recreational services and facilities for faculty.	17	3.41	1.121	3.23	0.18
Reimbursement for attending conventions, conferences, workshops, etc.	18	2.83	1.150	2.65	0.18
Salary differentials that exist across Missouri State University.	18	2.11	.832	1.93	0.18
I believe the faculty have a good understanding of the public affairs mission.	16	3.13	.885	2.94	0.19
Faculty Development through sabbaticals and educational leaves.	17	3.29	.849	3.10	0.20
Level of shared governance.	18	2.67	1.085	2.46	0.20
Compensation for overload courses.	16	2.69	.704	2.48	0.21

I believe the university does well in showing its accountability to the public affairs mission.	16	3.38	1.025	3.15	0.22
I plan on leaving Missouri State within the next year.	17	2.24	1.602	2.01	0.22
Life insurance program.	18	3.72	.575	3.49	0.23
Abolition of cost of living increases in favor of replacement pay for performance/equity.	16	2.31	1.250	2.08	0.23
Direction the University is moving (priorities, etc.).	18	3.06	.873	2.82	0.23
Faculty Center for Teaching and Learning	17	3.59	1.004	3.35	0.24
Dental care	18	3.44	1.042	3.19	0.25
Computer Services: facilities and computer help desk support available to faculty.	18	4.11	1.023	3.86	0.25
Degree to which the administration follows written University policies (e.g., Faculty Handbook).	18	2.94	.873	2.67	0.27
General quality of performance of University President.	18	3.28	1.074	2.98	0.29
Procedures by which equity adjustment salary decisions are made.	17	2.65	.931	2.35	0.29
I plan to retire from Missouri State within the next five years.	16	2.63	1.455	2.31	0.31
Support for research or literary publication (time, finances, space, etc.).	17	3.00	1.000	2.69	0.31
Educational benefits for employees and families	17	3.65	.996	3.33	0.31
The way discretionary monies are used to reward merit/equity.	16	2.56	.964	2.25	0.32
Future salary prospects.	18	2.17	.924	1.85	0.32
Bear Claw Tutoring Center	17	3.82	1.015	3.48	0.34
Medical/health benefits.	18	3.33	1.085	2.99	0.34
Retirement program.	18	3.72	.752	3.38	0.34

General quality of performance of Equal Opportunity Officer.	18	3.67	.840	3.32	0.35
General quality of performance of Associate Provost.	18	3.39	.916	3.04	0.35
General quality of performance of Board of Governors.	18	2.67	1.085	2.31	0.36
Differential teaching loads across campus.	17	2.94	.827	2.58	0.36
Services and faculty use of Taylor Health & Wellness Center.	18	4.33	.485	3.96	0.37
Compensation for per-course faculty.	16	3.00	.632	2.62	0.38
Physical plant (heat, air, maintenance, renovations, etc.).	18	3.39	1.145	3.00	0.39
General quality of performance of Assistants to University President.	17	3.35	.862	2.92	0.44
Procedures by which performance/merit salary decisions are made.	18	2.83	.924	2.36	0.47
Classroom facilities.	18	3.72	.575	3.25	0.47
General quality of performance of Provost.	18	3.22	1.166	2.74	0.48
Personal office facilities.	18	3.94	1.305	3.43	0.52
Custodial maintenance of facilities.	18	3.83	.924	3.17	0.66