



Missouri State
UNIVERSITY

Faculty Concerns Survey Appendix: Tables

2008

A Biennial Report from the Faculty Concerns Committee

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Campus Wide Data

Table I: Satisfaction questions sorted in descending order by mean

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	392	4.0638	.90665
congeniality of colleagues	400	3.9825	.92971
quality of faculty	401	3.9501	.70179
computer support to faculty	400	3.9425	.85792
services and faculty use of Taylor health and wellness center	388	3.8505	.91968
Library facilities and support to faculty	384	3.7917	.88405
general quality of performance of your department head	392	3.7628	1.23766
computer support for students	360	3.7611	.79247
overall satisfaction with being a Missouri State faculty member	399	3.7544	.89937
Library facilities and support for students	370	3.7405	.82490
ETC facilities and support to faculty	376	3.7074	.83557
personal and building security	393	3.6896	.83929
quality of student advisement	381	3.6430	.88475
extent to which promotion and tenure criteria are defined and made known	390	3.6154	1.09016
general quality of performance of your college dean	390	3.5974	1.15818
clerical support for faculty	391	3.5959	1.16151
extent to which EO policies are observed in hiring of faculty & staff	361	3.5568	.90843
ETC facilities and support to students	338	3.5503	.76969
procedures by which department policies are made	392	3.5179	1.09156
content of departmental policies	390	3.5154	.98759
life insurance program	387	3.4729	.86747
procedures by which promotion and tenure decisions are made	387	3.4703	1.05596
general quality of performance of your college associate dean	355	3.4620	1.00315

quality of performance feedback provided by department head during scheduled performance reviews	381	3.4593	1.11287
Writing Center	344	3.4535	.89582
quality of performance of Equal Opportunity Officer	359	3.4345	.91879
general quality of performance of university president	384	3.4323	1.07212
extent of feedback regarding reasons for promotion and tenure decisions	364	3.4121	1.04997
efforts to attract diverse students	372	3.4059	.91367
Extent to which EO policies are observed in the hiring of administrators	349	3.3954	.98178
academic advisement load and duties	373	3.3941	.99335
Library holdings of books journals	393	3.3893	1.03687
committee assignments and duties	392	3.3801	.93847
Personal office facilities	400	3.3800	1.24880
direction the university is moving	394	3.3629	.98990
general quality of performance of associate provost	368	3.3451	.95280
quality of performance of students in your classes	397	3.3375	.88872
custodial maintenance of facilities	400	3.3300	1.11769
retirement program	383	3.3081	.96489
allocation of summer teaching	368	3.3043	.92190
content of policies of your college	383	3.3029	.87858
availability of research opportunities	368	3.2799	.98237
quality of criteria used to make merit decisions in your department	383	3.2689	1.19915
content of general university policies	387	3.2661	.88976
recreational services and facilities for faculty	373	3.2627	.96477
faculty development through sabbaticals and educational leave	357	3.2297	.95277

use and effect of per-course or unranked faculty in your department	387	3.2067	1.08864
general quality of performance of assistants to university president	347	3.2046	.72222
Classroom facilities	401	3.1995	1.21454
Distance learning and Instructional technology facilities and support to faculty	333	3.1892	.87997
procedures by which policies are made for your college	379	3.1609	.97750
general quality of performance of board of governors	370	3.1189	.84386
Office of sponsored research and programs	353	3.1133	.86843
Physical plant	398	3.0578	1.13749
teaching load	396	3.0328	1.15020
procedures by which general university policies and priorities are communicated to faculty	391	3.0153	1.03764
GA support for faculty	365	3.0137	1.11549
quality of preparation of students in your classes	396	3.0076	.98466
degree to which administration follows written university policies	382	2.9948	1.01948
procedures by which general university policies and priorities are made	382	2.9607	1.01745
general quality of performance of provost	386	2.9067	1.14941
current nine month salary	388	2.8789	1.16949
level of shared governance	375	2.8773	1.08509
reimbursement for attending conventions conferences workshops	385	2.8753	1.22263
medical and health benefits	395	2.8456	1.19174
support for research or literary publication	371	2.7332	1.05598
the way discretionary monies are used to reward merit equity	381	2.7087	1.17726
rate of pay for summer teaching	369	2.6938	1.07389
procedures by which performance and merit salary decisions are made	388	2.6340	1.16365
compensation for per-course faculty	356	2.6320	.91127

compensation for overload courses	358	2.6145	.99973
procedures by which equity adjustment salary decisions are made	384	2.5755	1.10990
future salary prospects	391	2.5217	1.06887
differential teaching loads across campus	370	2.5189	1.05199
abolition of cost of living increases in favor of replacement pay for performance and equity	379	2.4749	1.29561
salary differentials that exist across Missouri State University	386	2.1244	1.03952
	226		

Table II: Agree questions sorted by mean in descending order

	N	Mean	Std. Deviation
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	395	3.8405	1.05068
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	395	3.7873	1.06649
I clearly integrate the community engagement component of the public affairs mission into my work for the university	396	3.6894	1.16575
I often think about leaving this university	379	2.9815	1.33816
I feel pressured to inflate grades	394	2.6954	1.29734
I plan to retire from Missouri State within the next five years	375	2.3013	1.38648
I am actively looking for other academic positions elsewhere	373	2.2198	1.17085
I feel pressured to deflate grades	386	2.0984	1.03480
I plan on leaving Missouri State within the next year	371	1.8922	.98597
	354		

**Table III: Longitudinal Comparisons 1997-2008,
in descending order by 2008 mean**

Question	Change 06-08	2008			2006			2003	2001	1999	1997
		N	Mean	SD	N	Mean	SD	Mean	Mean	Mean	Mean
Q51: Assignment of classes (e.g., match w/ background)	0.08	412	4.06	0.90	403	3.98	1.10		4.11	4.01	4
Q3: Congeniality of colleagues	0.20	420	3.97	0.92	415	3.77	1.00		3.89	3.93	3.75
Q2: General quality of MSU faculty	0.13	421	3.95	0.69	410	3.82	0.70		3.87	3.82	3.73
Q12: Computer Services: facilities & support of faculty	0.09	420	3.93	0.85	410	3.84	0.91	3.89	3.94	3.76	3.34
I clearly integrate ethical leadership component of the public affairs mission into my		414	3.84	1.04							
Q67: Services and faculty use of Taylor Health Center	0.06	407	3.84	0.91	382	3.78	0.89		3.81	3.84	3.67
I clearly integrate cultural competence component of the public affairs		414	3.79	1.06							
Q18: Libraries: facilities and support available to faculty	0.10	404	3.78	0.89	391	3.68	0.94		3.81	3.72	*
Q76: Performance of your Department Head	0.33	412	3.77	1.23	390	3.44	1.43	3.49	3.89	3.7	3.62

Q13: Computer Services: facilities & support of students	-0.07	379	3.76	0.78	357	3.83	0.84	3.94	3.88	3.76	3.34
Q6: Overall satisfaction with being a MSU faculty member	0.34	419	3.74	0.90	411	3.4	1.05	3.4	3.48	3.64	3.44
Q19: Libraries: facilities & support available to students	0.07	388	3.73	0.83	360	3.66	0.86		3.61	3.51	*
I clearly integrate community engagement component of the		415	3.70	1.15							
Q20: Educational Tech Center: support available to faculty	0.02	394	3.70	0.84	320	3.68	0.89		3.49	3.65	*
Q16: Personal and building security	0.14	413	3.67	0.85	404	3.53	0.90	3.45	3.59	3.46	3.27
Q30: General quality of student advisement	0.11	400	3.64	0.87	374	3.53	0.91	3.56	3.77	3.6	3.37
Q44: How promotion/tenure criteria are defined/made known	0.06	409	3.62	1.08	388	3.56	1.10		3.66	3.49	3.27
Q74: Performance of your College Dean	0.81	410	3.60	1.15	394	2.79	1.38	3.36	3.6	3.58	3.3
Q32: Clerical support of faculty	0.21	410	3.59	1.14	402	3.38	1.21	3.34	3.34	3.15	3.26
Q21: Educational Tech Center: support available to students	-0.07	356	3.54	0.76	261	3.61	0.86		3.42	3.48	*
Q8: EEO policies observed in hiring faculty/staff	0.10	380	3.53	0.92	319	3.43	1.03		3.5	3.39	3.19

Q40: Content of departmental policies	0.21	409	3.52	0.98	401	3.31	1.08		3.63	3.5	3.34
Q41: Procedures by which departmental policies are made	0.28	411	3.51	1.10	404	3.23	1.28		3.59	3.42	3.28
Q45: Procedures by which tenure/promotion decisions made	0.21	407	3.47	1.04	373	3.26	1.18		3.36	3.22	3.08
Q75: Performance of your College Associate Dean	0.30	374	3.47	1.00	342	3.17	1.19	3.57	3.9	3.74	3.56
Q64: Life insurance program	0.08	407	3.46	0.86	385	3.38	0.85		3.6	3.6	3.4
Q43: Quality of feedback from DH during performance reviews	0.13	401	3.45	1.12	380	3.32	1.25	*	*	*	*
Q24: Writing center	0.13	363	3.45	0.89	281	3.32	0.99	3.44	3.74	3.78	3.65
Q70: Performance of University President	0.12	402	3.43	1.07	395	3.31	1.16	2.3	2.49	3.14	2.84
Q7: Performance of EEO officer	0.22	377	3.41	0.92	310	3.19	1.08		3.28	3.04	2.84
Q31: Efforts are made to attract diverse students to program	0.19	390	3.41	0.90	355	3.22	1.05				
Q46: Extent of feedback regarding reasons for P&T decisions	0.20	382	3.40	1.05	350	3.2	1.18		3.34	3.17	3.03
Q17: Libraries: Holdings of books, journals, etc.	0.21	413	3.39	1.04	397	3.18	1.05	3.05	2.9	2.76	2.68

Q9: EEO policies observed in hiring administrators	0.17	367	3.38	0.98	284	3.21	1.09		3.12	2.95	2.71
Q54: Academic advisement load and duties	0.00	392	3.38	1.02	363	3.38	1.02		3.64	3.55	3.44
53: Committee assignment and duties	0.13	411	3.37	0.95	394	3.24	1.06	3.42	3.52	3.45	3.26
Q11: Personal office facilities	0.02	420	3.36	1.25	413	3.34	1.27	3.47	3.47	3.39	3.4
Q1: Direction University is moving (priorities, etc.)	0.19	414	3.36	0.98	409	3.17	1.16	2.77	2.78	3.25	2.73
Q5: General quality of student performance in classes	-0.02	417	3.34	0.88	411	3.36	0.83	3.26	3.31	3.18	3.09
Q72: Performance of Associate Provost	-0.03	386	3.33	0.95	259	3.36	0.98	2.72			
Q15: Custodial maintenance of facilities)	0.14	420	3.32	1.10	410	3.18	1.09	3.06	3.04	3.01	2.78
Q66: Retirement program	0.13	403	3.31	0.95	385	3.18	0.95		3.1	3.02	3.03
Q37: Content of policies in your college	0.39	403	3.30	0.88	364	2.91	1.06	3.23	3.33	3.4	3.13
Q61: Allocation of summer teaching	0.01	386	3.30	0.92	332	3.29	1.04		3.45	3.27	3.25
Q27: Availability of research opportunities	0.26	387	3.28	0.99	375	3.02	1.04	3.09	3.29	3.23	3.09
Q42: Quality of criteria to make merit/equity decision (dept)	0.29	403	3.27	1.20	385	2.98	1.27	*	*	*	*

Q33: Content of general University Policies	0.10	406	3.26	0.89	394	3.16	0.92	3.02	3.09	3.28	3.03
Q68: Recreational services and facilities for faculty	0.24	393	3.25	0.95	346	3.01	1.06	3.25	3.38	3.55	3.38
Q25: Faculty development through sabbatical/educ leave	0.27	375	3.23	0.94	319	2.96	1.05		3.39	3.34	3.12
Q52: Use of per-course/unranked faculty in your department	0.26	407	3.21	1.08	379	2.95	1.25	3.13	3.11	3.08	3.3
Q73: Performance of Assistants to University President	0.02	364	3.20	0.73	236	3.18	0.91	2.87	2.98	3.19	2.94
Q10: Classroom facilities	0.12	421	3.19	1.21	412	3.07	1.21	3.11	3.15	3.12	3
Q22: Distance Learning & Instructional Technology	-0.18	351	3.18	0.86	241	3.36	0.90	3.44	3.23	*	*
Q38: Procedures by which policies are made in your college	0.46	398	3.15	0.98	364	2.69	1.14	3.04	3.24	3.26	2.99
Q29: Sponsored Research Activity	0.20	372	3.11	0.86	318	2.91	1.07	3.02	3.15	3.17	3.14
Q69: General quality of performance of Board of Governors	0.08	388	3.11	0.85	346	3.03	0.99	2.7	2.79	3.27	3.1
Q14: Physical Plant (heat, air, maintenance...)	0.11	418	3.05	1.12	404	2.94	1.09	3.05	2.87	2.97	2.69

Q49: Teaching load (# of classes, class-size, etc.)	0.20	415	3.04	<i>1.14</i>	409	2.84	<i>1.21</i>	2.96	3.24	3.13	2.95
Q4: General quality of student preparation in classes	-0.04	416	3.01	<i>0.98</i>	409	3.05	<i>0.95</i>	2.93	2.93	2.83	2.8
Q23: Graduate Assistant Support for faculty	0.26	384	3.00	<i>1.10</i>	345	2.74	<i>1.13</i>		2.87	3.01	2.96
Q35: Procedures by which university policy communicated	0.09	410	3.00	<i>1.03</i>	394	2.91	<i>1.04</i>		2.63	2.98	2.75
Q36: Degree to which admin follows univ. policies	0.16	400	2.98	<i>1.02</i>	364	2.82	<i>1.09</i>		2.63	2.89	2.68
Q78: I often think about leaving this university	-0.44	398	2.98	<i>1.35</i>	375	3.42	<i>1.42</i>				
Q34: Procedures by which university policy are made	0.15	399	2.96	<i>1.01</i>	387	2.81	<i>1.05</i>		2.5	2.84	2.58
Q71: Performance of Provost	-0.27	404	2.89	<i>1.14</i>	345	3.16	<i>1.10</i>	2.48			
Q26: Reimbursement for attending conventions, conference...	0.34	404	2.88	<i>1.22</i>	396	2.54	<i>1.21</i>	2.7	2.86	2.77	2.67
Q55: Current nine-month salary	0.61	408	2.87	<i>1.17</i>	397	2.26	<i>1.15</i>	1.93	2.03	2.46	2.59
Q48: Level of shared governance	0.29	393	2.87	<i>1.08</i>	381	2.58	<i>1.08</i>	2.57	2.68	2.87	2.73
Q65: Medical/Health benefits	0.31	415	2.84	<i>1.19</i>	407	2.53	<i>1.17</i>		2.87	2.91	2.75

Q39: Way discretionary monies used to reward merit/equity	0.52	401	2.74	1.17	378	2.22	1.13				
Q28: Support for research or literary publication (time, etc.)	0.31	390	2.73	1.06	385	2.42	1.07		2.73	2.67	2.49
I feel pressured to inflate grades		414	2.72	1.30							
Q60: Rate of pay for summer teaching (2.5% per hour)	0.25	388	2.71	1.06	349	2.46	1.11		2.58	2.47	2.47
Q62: Compensation for per-course faculty	0.16	374	2.64	0.91	307	2.48	0.99				
Q59: Procedures by which merit/performance decisions made	0.28	407	2.64	1.15	364	2.36	1.15				
Q63: Compensation for overload courses	0.29	377	2.62	1.00	274	2.33	1.05				
Q58: Procedures by which equity/salary decisions made	0.28	402	2.57	1.10	369	2.29	1.07		1.95	2.1	2.15
Q56: Future salary prospects	0.44	411	2.53	1.07	398	2.09	1.06	1.45	1.62	2.13	2.21
Q50: Differential teaching loads across campus	0.17	388	2.52	1.06	363	2.35	1.14	2.34	2.49	2.47	2.33
Q47: Abolition of cost of living raises in favor of merit	0.33	398	2.48	1.29	397	2.15	1.30	*	*	*	*

Q77: I plan to retire from MSU within the next 5 years	0.02	394	2.29	1.37	354	2.27	1.53				
Q80: I am actively looking for other academic positions	-0.37	392	2.22	1.18	363	2.59	1.49	2.53	2.49	*	*
Q57: Salary differentials that exist across university	0.29	405	2.15	1.05	382	1.86	1.02	1.8	1.93	1.92	1.91
Q79: I plan on leaving MSU within the next year.	-0.25	390	1.89	0.99	361	2.14	1.27	2.09	2.12	*	*
Averages	0.16	400.85	3.54	0.97	370.84	3.37	1.05	3.28	3.49	3.45	3.26

**Table IV: Top practically significant changes in faculty perceptions
Between 2006 and 2008**

Question	Direction of Change	Effect Size (Change between 2006 and 2008)
Q74: Performance of your College Dean	+	0.64
Q55: Current nine-month salary	+	0.53
Q39: Way discretionary monies are used to reward merit	+	0.45
Q38: Procedures by which policies are made in your department	+	0.42
Q56: Future salary prospects	+	0.41
Q37: Content of policies in your college	+	0.40
Q6: Overall Satisfaction with being a MSU faculty member	+	0.36
Q78: I often think about leaving this university.	+	0.32
Q28: Support for research or literary publication (time, etc.)	+	0.30
Q47: I am actively looking for other academic positions	+	0.28
Q71: Performance of the Provost	-	0.24
Q22: Distance learning and instructional support	-	0.21

Satisfaction Data by College

Table V: Satisfaction Results by College = Arts & Letters

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	94	4.0851	.89994
quality of faculty	97	3.9794	.72139
congeniality of colleagues	97	3.9175	1.00696
computer support to faculty	97	3.8041	.88552
general quality of performance of your department head	95	3.7684	1.25861
Library facilities and support to faculty	92	3.7174	.95303
overall satisfaction with being a Missouri State faculty member	97	3.6186	.99418
ETC facilities and support to faculty	91	3.6044	.86768
Library facilities and support for students	91	3.6044	.89292
services and faculty use of Taylor health and wellness center	93	3.5806	1.08670
general quality of performance of your college dean	95	3.5579	1.25237
quality of student advisement	94	3.5426	.95788
computer support for students	88	3.5227	.77277
ETC facilities and support to students	83	3.4699	.77045
procedures by which department policies are made	96	3.4688	1.01518
personal and building security	94	3.4681	.96945
content of departmental policies	95	3.4632	.98726
general quality of performance of university president	92	3.4239	1.14098
extent to which promotion and tenure criteria are defined and made known	94	3.4043	1.15767
extent to which EO policies are observed in hiring of faculty & staff	89	3.3820	.95947
clerical support for faculty	94	3.3723	1.23553
life insurance program	92	3.3696	.93430
general quality of performance of your college associate dean	87	3.3563	1.09944

quality of performance feedback provided by department head during scheduled performance reviews	90	3.3556	1.10475
quality of performance of students in your classes	97	3.3505	.93587
Writing Center	87	3.3448	.91280
content of policies of your college	94	3.3298	.85996
quality of performance of Equal Opportunity Officer	91	3.3297	.93160
general quality of performance of associate provost	90	3.3222	.93410
direction the university is moving	96	3.3125	1.05942
procedures by which promotion and tenure decisions are made	93	3.2903	1.03819
Extent to which EO policies are observed in the hiring of administrators	86	3.2791	1.00178
academic advisement load and duties	91	3.2418	1.10896
extent of feedback regarding reasons for promotion and tenure decisions	89	3.2247	1.03081
committee assignments and duties	94	3.2128	1.04596
general quality of performance of assistants to university president	87	3.2069	.73355
efforts to attract diverse students	93	3.1828	.96624
content of general university policies	95	3.1684	.89505
procedures by which policies are made for your college	93	3.1613	.94743
recreational services and facilities for faculty	92	3.1522	.86361
retirement program	92	3.1413	1.03331
general quality of performance of board of governors	91	3.1099	.83600
custodial maintenance of facilities	97	3.0619	1.24008
quality of criteria used to make merit decisions in your department	95	3.0526	1.13333
Library holdings of books journals	97	3.0412	1.09846
availability of research opportunities	91	3.0330	.98263

general quality of performance of provost	94	3.0319	1.24824
faculty development through sabbaticals and educational leave	90	3.0000	1.03858
allocation of summer teaching	88	3.0000	1.06134
procedures by which general university policies and priorities are made	92	2.9783	.99425
Distance learning and Instructional technology facilities and support to faculty	83	2.9639	.87577
procedures by which general university policies and priorities are communicated to faculty	95	2.9579	1.04082
quality of preparation of students in your classes	96	2.9479	.99863
degree to which administration follows written university policies	92	2.8913	1.08391
teaching load	95	2.8842	1.28711
Office of sponsored research and programs	85	2.8824	.80787
use and effect of per-course or unranked faculty in your department	94	2.8723	1.26350
reimbursement for attending conventions conferences workshops	94	2.8298	1.30868
current nine month salary	96	2.8125	1.19923
level of shared governance	92	2.7935	1.14391
Personal office facilities	97	2.7423	1.28516
support for research or literary publication	90	2.6889	1.11823
medical and health benefits	96	2.6667	1.22832
the way discretionary monies are used to reward merit equity	93	2.6022	1.19909
GA support for faculty	88	2.5568	1.09185
procedures by which performance and merit salary decisions are made	94	2.5426	1.17926
procedures by which equity adjustment salary decisions are made	91	2.5275	1.14834
rate of pay for summer teaching	90	2.5111	1.09385
Physical plant	97	2.4742	1.08102
future salary prospects	96	2.4479	1.06494

compensation for overload courses	87	2.4138	1.05160
compensation for per-course faculty	87	2.3908	.95669
Classroom facilities	97	2.3196	1.04629
abolition of cost of living increases in favor of replacement pay for performance and equity	90	2.1778	1.25937
differential teaching loads across campus	91	2.0769	.99142
salary differentials that exist across Missouri State University	95	1.6421	.82405
	62		
a. college = Arts & Letters			

Table VI: Satisfaction Results by College = Business

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	50	4.0400	.78142
services and faculty use of Taylor health and wellness center	48	3.9792	.81187
quality of faculty	50	3.9600	.78142
general quality of performance of your college associate dean	49	3.8980	.79700
computer support for students	46	3.8696	.68666
academic advisement load and duties	46	3.8478	.91815
computer support to faculty	49	3.8367	.79966
congeniality of colleagues	49	3.8163	1.05423
general quality of performance of your college dean	49	3.8163	1.11193
Library facilities and support to faculty	47	3.8085	.68010
overall satisfaction with being a Missouri State faculty member	50	3.7800	.91003
quality of student advisement	49	3.7755	.94130
clerical support for faculty	49	3.7755	.98457
Personal office facilities	48	3.7500	1.02105
Classroom facilities	50	3.7000	.86307
Library facilities and support for students	44	3.6818	.70785
personal and building security	50	3.6400	.85141
ETC facilities and support to faculty	46	3.6087	.80217
allocation of summer teaching	47	3.5957	.74190
general quality of performance of your department head	49	3.5510	1.25932
Library holdings of books journals	48	3.5417	.92157
efforts to attract diverse students	45	3.5111	.84267
Physical plant	49	3.5102	.93814
extent to which EO policies are observed in hiring of faculty & staff	43	3.4884	.73589
life insurance program	50	3.4600	.86213
general quality of performance of university president	48	3.4583	1.12908
Writing Center	46	3.4565	.83550

reimbursement for attending conventions conferences workshops	46	3.4565	1.00458
committee assignments and duties	48	3.4375	.84818
retirement program	49	3.4286	.86603
ETC facilities and support to students	43	3.4186	.73136
quality of performance of Equal Opportunity Officer	42	3.4048	.70051
recreational services and facilities for faculty	47	3.3830	.89814
availability of research opportunities	44	3.3636	1.12252
custodial maintenance of facilities	50	3.3600	1.04511
direction the university is moving	50	3.3600	1.04511
use and effect of per-course or unranked faculty in your department	49	3.3469	.96934
Extent to which EO policies are observed in the hiring of administrators	42	3.3333	.81650
GA support for faculty	48	3.3333	1.15470
faculty development through sabbaticals and educational leave	44	3.3182	.93443
differential teaching loads across campus	47	3.2979	.77781
content of policies of your college	49	3.2857	.88976
procedures by which promotion and tenure decisions are made	49	3.2449	1.09031
extent to which promotion and tenure criteria are defined and made known	48	3.2083	1.16616
content of general university policies	49	3.2041	.93496
procedures by which department policies are made	49	3.1837	1.18451
extent of feedback regarding reasons for promotion and tenure decisions	48	3.1667	1.07848
teaching load	50	3.1600	1.01740
content of departmental policies	50	3.1600	.99714
general quality of performance of associate provost	47	3.1489	.97755

procedures by which policies are made for your college	49	3.1429	1.06066
general quality of performance of board of governors	48	3.1250	.89025
quality of performance feedback provided by department head during scheduled performance reviews	50	3.1000	1.11117
degree to which administration follows written university policies	50	3.0600	.93481
procedures by which general university policies and priorities are communicated to faculty	50	3.0600	1.03825
support for research or literary publication	45	3.0444	1.04350
general quality of performance of assistants to university president	45	3.0444	.82450
current nine month salary	49	3.0204	1.10849
quality of performance of students in your classes	50	3.0200	.89191
Distance learning and Instructional technology facilities and support to faculty	46	3.0000	1.03280
medical and health benefits	50	2.9800	1.11557
salary differentials that exist across Missouri State University	49	2.9592	1.09847
level of shared governance	47	2.9362	.94188
Office of sponsored research and programs	45	2.9333	.88933
procedures by which general university policies and priorities are made	50	2.9000	1.07381
compensation for overload courses	47	2.8085	.99211
compensation for per-course faculty	45	2.7778	.90174
rate of pay for summer teaching	47	2.7447	.98837
quality of criteria used to make merit decisions in your department	48	2.6250	1.12278
general quality of performance of provost	49	2.5918	1.17115
future salary prospects	50	2.5600	.99304
quality of preparation of students in your classes	50	2.5000	.93131

abolition of cost of living increases in favor of replacement pay for performance and equity	49	2.4898	1.32480
procedures by which equity adjustment salary decisions are made	49	2.4694	1.04287
the way discretionary monies are used to reward merit equity	49	2.4694	1.24335
procedures by which performance and merit salary decisions are made	49	2.3265	1.10657
	32		
a. college = Business			

Table VII: Satisfaction Results by College = Education

	N	Mean	Std. Deviation
Library facilities and support to faculty	41	4.0488	.54549
Library holdings of books journals	42	4.0238	.60438
quality of faculty	42	3.9762	.56258
Library facilities and support for students	41	3.9268	.51915
quality of performance of students in your classes	41	3.8780	.67805
congeniality of colleagues	42	3.8095	.94322
assignment of your classes-- extent they match your interests and background	40	3.8000	.99228
general quality of performance of your college dean	42	3.7619	.95788
overall satisfaction with being a Missouri State faculty member	42	3.7381	.82815
Writing Center	32	3.6875	.82060
computer support for students	40	3.6750	.76418
general quality of performance of associate provost	39	3.6667	1.00873
ETC facilities and support to faculty	41	3.6585	.82492
services and faculty use of Taylor health and wellness center	40	3.6500	1.05125
computer support to faculty	42	3.6429	1.00781
personal and building security	42	3.6190	.69677
quality of student advisement	38	3.5789	.75808
quality of preparation of students in your classes	41	3.5610	.80774
ETC facilities and support to students	36	3.5556	.77254
life insurance program	42	3.5476	.77152
GA support for faculty	40	3.5250	1.03744
general quality of performance of university president	39	3.5128	.72081
clerical support for faculty	41	3.4390	1.16294
direction the university is moving	41	3.4390	.89579
quality of performance of Equal Opportunity Officer	37	3.4324	.72803

faculty development through sabbaticals and educational leave	36	3.3889	.76636
retirement program	40	3.3750	.89693
extent to which EO policies are observed in hiring of faculty & staff	36	3.3611	.79831
availability of research opportunities	37	3.3514	.91943
general quality of performance of your college associate dean	40	3.3500	1.09895
Personal office facilities	42	3.3333	1.05152
content of policies of your college	40	3.3250	.85896
allocation of summer teaching	37	3.3243	.81833
general quality of performance of your department head	41	3.3171	1.33115
general quality of performance of board of governors	35	3.2857	.57248
efforts to attract diverse students	37	3.2703	.93240
extent to which promotion and tenure criteria are defined and made known	41	3.2683	.92262
general quality of performance of assistants to university president	34	3.2647	.66555
recreational services and facilities for faculty	40	3.2250	.97369
Distance learning and Instructional technology facilities and support to faculty	32	3.2188	.94132
Office of sponsored research and programs	35	3.1714	.82197
committee assignments and duties	41	3.1707	.89170
content of general university policies	40	3.1500	.92126
academic advisement load and duties	37	3.1351	.85512
extent of feedback regarding reasons for promotion and tenure decisions	37	3.1351	.94757
Classroom facilities	42	3.1190	1.13056
Extent to which EO policies are observed in the hiring of administrators	36	3.1111	.91894
content of departmental policies	39	3.0769	.92863
procedures by which policies are made for your college	39	3.0769	.92863

quality of performance feedback provided by department head during scheduled performance reviews	40	3.0750	1.07148
medical and health benefits	42	3.0714	1.15596
general quality of performance of provost	40	3.0250	.97369
procedures by which department policies are made	41	2.9756	1.01212
teaching load	42	2.9524	1.14663
procedures by which general university policies and priorities are made	38	2.9474	.95712
custodial maintenance of facilities	42	2.9286	1.27629
procedures by which promotion and tenure decisions are made	41	2.9024	1.06782
rate of pay for summer teaching	36	2.8889	1.11555
procedures by which general university policies and priorities are communicated to faculty	40	2.8750	.99195
quality of criteria used to make merit decisions in your department	39	2.8205	1.09717
use and effect of per-course or unranked faculty in your department	39	2.8205	.99662
degree to which administration follows written university policies	38	2.8158	.95451
compensation for overload courses	35	2.7714	1.00252
level of shared governance	39	2.7436	.96567
current nine month salary	40	2.7000	1.18105
compensation for per-course faculty	34	2.6471	.77391
reimbursement for attending conventions conferences workshops	39	2.6410	1.20279
Physical plant	42	2.5714	1.03930
support for research or literary publication	35	2.5143	1.01087
future salary prospects	40	2.4750	1.01242
the way discretionary monies are used to reward merit equity	40	2.3250	1.09515
abolition of cost of living increases in favor of replacement pay for performance and equity	39	2.2564	1.27151

differential teaching loads across campus	39	2.2308	1.13466
procedures by which performance and merit salary decisions are made	41	2.1951	.98029
procedures by which equity adjustment salary decisions are made	40	2.1000	1.03280
salary differentials that exist across Missouri State University	38	1.7368	.82803
	23		
a. college = Education			

Table VIII: Satisfaction Results by College = Health & Human Services

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	77	4.2208	.82116
computer support to faculty	78	4.1410	.69739
congeniality of colleagues	78	4.0513	.92438
overall satisfaction with being a Missouri State faculty member	77	3.9870	.67849
general quality of performance of your department head	76	3.9868	1.14884
ETC facilities and support to faculty	75	3.9867	.70698
quality of student advisement	76	3.9605	.66213
Library facilities and support to faculty	75	3.9600	.62472
services and faculty use of Taylor health and wellness center	75	3.9333	.77692
Library facilities and support for students	72	3.9167	.59930
quality of faculty	78	3.9103	.66812
extent to which promotion and tenure criteria are defined and made known	77	3.8831	1.05099
clerical support for faculty	78	3.8718	.99817
computer support for students	67	3.8507	.70181
personal and building security	75	3.8400	.80606
custodial maintenance of facilities	77	3.8052	.77865
ETC facilities and support to students	64	3.7969	.71669
general quality of performance of your college dean	73	3.7945	1.02685
procedures by which promotion and tenure decisions are made	76	3.7763	.96054
content of departmental policies	75	3.7733	.87878
quality of criteria used to make merit decisions in your department	74	3.7703	.94430
extent to which EO policies are observed in hiring of faculty & staff	71	3.7606	.86956
quality of performance feedback provided by department head during scheduled performance reviews	74	3.7568	.97659

life insurance program	73	3.7534	.70279
procedures by which department policies are made	75	3.7200	1.05983
Library holdings of books journals	76	3.6974	.80033
efforts to attract diverse students	76	3.6711	.77267
Personal office facilities	78	3.6282	1.08243
academic advisement load and duties	74	3.6081	.88855
direction the university is moving	75	3.6000	.82199
committee assignments and duties	77	3.5844	.80050
quality of performance of Equal Opportunity Officer	70	3.5714	.91003
extent of feedback regarding reasons for promotion and tenure decisions	71	3.5634	1.10496
use and effect of per-course or unranked faculty in your department	76	3.5526	.98515
content of policies of your college	73	3.5205	.76575
content of general university policies	75	3.5200	.70443
general quality of performance of your college associate dean	60	3.5000	.79191
availability of research opportunities	74	3.4865	.78064
Extent to which EO policies are observed in the hiring of administrators	68	3.4853	.99989
allocation of summer teaching	69	3.4783	.79721
retirement program	73	3.4658	.86734
general quality of performance of university president	74	3.4595	.90945
Writing Center	68	3.4265	.86931
general quality of performance of associate provost	70	3.4143	.90878
procedures by which policies are made for your college	73	3.4110	.84715
quality of performance of students in your classes	76	3.4079	.92632
Office of sponsored research and programs	69	3.3913	.77112
quality of preparation of students in your classes	77	3.3377	.89752
Physical plant	77	3.3247	1.10551

Classroom facilities	78	3.3077	1.09672
Distance learning and Instructional technology facilities and support to faculty	63	3.2857	.92333
faculty development through sabbaticals and educational leave	68	3.2794	.82581
teaching load	76	3.2763	1.11473
general quality of performance of assistants to university president	65	3.2462	.66216
the way discretionary monies are used to reward merit equity	72	3.2361	.88003
procedures by which general university policies and priorities are communicated to faculty	76	3.1974	.90950
level of shared governance	70	3.1857	1.08070
general quality of performance of board of governors	71	3.1831	.74277
degree to which administration follows written university policies	77	3.1818	1.03526
recreational services and facilities for faculty	69	3.1594	1.13271
procedures by which general university policies and priorities are made	74	3.1486	.93167
procedures by which performance and merit salary decisions are made	74	3.1216	1.03305
current nine month salary	73	3.1096	1.12499
GA support for faculty	72	3.0694	1.07895
general quality of performance of provost	74	3.0541	.99163
medical and health benefits	75	2.9733	1.18519
procedures by which equity adjustment salary decisions are made	74	2.8784	1.05924
rate of pay for summer teaching	69	2.8696	.99872
support for research or literary publication	75	2.8267	.96385
reimbursement for attending conventions conferences workshops	75	2.8133	1.17051
compensation for per-course faculty	67	2.7761	.86726
compensation for overload courses	70	2.7714	.95054
future salary prospects	75	2.7600	1.08851

abolition of cost of living increases in favor of replacement pay for performance and equity	73	2.6986	1.26584
differential teaching loads across campus	71	2.6761	.95281
salary differentials that exist across Missouri State University	73	2.3699	.97904
	38		
a. college = Health & Human Services			

Table IX: Satisfaction Results by College = Humanities & Public Affairs

	N	Mean	Std. Deviation
Personal office facilities	46	4.5435	.50361
Classroom facilities	46	4.4565	.54596
computer support to faculty	46	4.3261	.70093
congeniality of colleagues	46	4.1739	.82474
extent to which promotion and tenure criteria are defined and made known	45	4.1556	.73718
computer support for students	39	4.1282	.83286
assignment of your classes-- extent they match your interests and background	45	4.0889	.87444
personal and building security	45	4.0222	.69048
general quality of performance of your department head	45	3.9556	1.02149
Physical plant	45	3.9111	.73306
procedures by which promotion and tenure decisions are made	44	3.8864	.81315
services and faculty use of Taylor health and wellness center	45	3.8444	.85162
quality of faculty	46	3.8261	.79734
extent of feedback regarding reasons for promotion and tenure decisions	42	3.7857	.84206
content of departmental policies	44	3.7727	.80301
procedures by which department policies are made	44	3.7727	.88564
custodial maintenance of facilities	45	3.7556	.90843
Library facilities and support for students	41	3.6829	.96018
clerical support for faculty	44	3.6818	1.27175
quality of performance feedback provided by department head during scheduled performance reviews	43	3.6512	.99723
quality of criteria used to make merit decisions in your department	44	3.6364	1.22172
Library facilities and support to faculty	45	3.6000	1.03133
extent to which EO policies are observed in hiring of faculty & staff	43	3.5581	.90770

general quality of performance of your college associate dean	36	3.5556	.99841
ETC facilities and support to faculty	43	3.5349	.73513
life insurance program	45	3.4667	.75679
ETC facilities and support to students	40	3.4500	.59700
overall satisfaction with being a Missouri State faculty member	45	3.4444	.91839
general quality of performance of your college dean	45	3.4444	1.28904
quality of student advisement	44	3.4318	.84627
quality of performance of Equal Opportunity Officer	42	3.4286	1.03930
Distance learning and Instructional technology facilities and support to faculty	38	3.3947	.54720
Extent to which EO policies are observed in the hiring of administrators	41	3.3902	.99695
recreational services and facilities for faculty	42	3.3095	.99971
direction the university is moving	45	3.2889	1.10005
general quality of performance of associate provost	42	3.2857	.96993
use and effect of per-course or unranked faculty in your department	43	3.2326	1.08753
content of general university policies	43	3.2326	.97192
Writing Center	39	3.2308	1.03775
allocation of summer teaching	44	3.2273	.91152
committee assignments and duties	44	3.2273	1.11780
general quality of performance of assistants to university president	40	3.2250	.57679
retirement program	44	3.1591	1.11945
availability of research opportunities	41	3.1463	1.10817
general quality of performance of university president	44	3.1364	1.32228
efforts to attract diverse students	44	3.1364	1.00211
faculty development through sabbaticals and educational leave	44	3.1136	1.01651

Office of sponsored research and programs	42	3.0714	.77752
academic advisement load and duties	44	3.0682	1.10806
quality of performance of students in your classes	45	3.0667	.91453
GA support for faculty	42	3.0238	1.19935
content of policies of your college	44	3.0000	.96449
procedures by which policies are made for your college	43	2.9535	.97476
procedures by which general university policies and priorities are communicated to faculty	45	2.9111	1.08339
degree to which administration follows written university policies	44	2.9091	1.05253
Library holdings of books journals	45	2.8222	1.19257
quality of preparation of students in your classes	45	2.8000	1.01354
general quality of performance of board of governors	44	2.7955	1.11187
teaching load	45	2.7778	1.18492
procedures by which general university policies and priorities are made	45	2.7556	1.11101
current nine month salary	44	2.7273	1.20780
general quality of performance of provost	44	2.7045	1.15294
abolition of cost of living increases in favor of replacement pay for performance and equity	43	2.6744	1.34024
the way discretionary monies are used to reward merit equity	44	2.6364	1.24061
rate of pay for summer teaching	44	2.6364	1.22172
reimbursement for attending conventions conferences workshops	45	2.6222	1.31924
support for research or literary publication	45	2.6222	1.17336
procedures by which performance and merit salary decisions are made	44	2.6136	1.18549
differential teaching loads across campus	43	2.6047	1.04971
level of shared governance	43	2.6047	1.23712

compensation for per-course faculty	43	2.5814	1.00552
medical and health benefits	45	2.4889	1.05792
compensation for overload courses	43	2.4651	1.07679
procedures by which equity adjustment salary decisions are made	44	2.4545	1.04447
salary differentials that exist across Missouri State University	44	2.2727	1.04244
future salary prospects	44	2.2500	1.10232
	27		
a. college = Humanities & Public Affairs			

Table X: Satisfaction Results by College = Natural & Applied Sciences

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	70	4.1857	.88944
congeniality of colleagues	72	4.0833	.81793
services and faculty use of Taylor health and wellness center	70	4.0143	.82520
computer support to faculty	72	4.0139	.79599
quality of faculty	71	3.9859	.66532
procedures by which department policies are made	70	3.8714	1.10232
overall satisfaction with being a Missouri State faculty member	71	3.8592	.96059
computer support for students	65	3.8462	.75479
ETC facilities and support to faculty	64	3.8437	.80116
general quality of performance of your department head	69	3.8406	1.32424
Library facilities and support for students	65	3.7846	.83838
extent to which promotion and tenure criteria are defined and made known	68	3.7794	1.04875
content of departmental policies	70	3.7429	1.05893
Library facilities and support to faculty	69	3.7391	.99487
quality of performance feedback provided by department head during scheduled performance reviews	67	3.7313	1.20078
ETC facilities and support to students	59	3.7288	.73884
clerical support for faculty	69	3.6522	1.18602
extent of feedback regarding reasons for promotion and tenure decisions	63	3.6508	1.01852
Writing Center	60	3.6500	.86013
extent to which EO policies are observed in hiring of faculty & staff	64	3.6406	.94897
procedures by which promotion and tenure decisions are made	68	3.6324	1.04958
personal and building security	70	3.6143	.82168
efforts to attract diverse students	63	3.5873	.81587

Extent to which EO policies are observed in the hiring of administrators	62	3.5806	1.01704
committee assignments and duties	71	3.5352	.87556
quality of criteria used to make merit decisions in your department	68	3.5147	1.29859
quality of student advisement	67	3.5075	1.02059
general quality of performance of university president	70	3.5000	1.05981
academic advisement load and duties	68	3.4706	.90555
general quality of performance of your college dean	69	3.4493	1.13158
use and effect of per-course or unranked faculty in your department	72	3.4306	.96161
Library holdings of books journals	69	3.4203	.96109
recreational services and facilities for faculty	68	3.4118	.88495
quality of performance of Equal Opportunity Officer	63	3.3651	1.05190
Distance learning and Instructional technology facilities and support to faculty	58	3.3621	.80999
faculty development through sabbaticals and educational leave	63	3.3492	.96985
allocation of summer teaching	67	3.3433	.96220
availability of research opportunities	66	3.3333	1.05733
retirement program	69	3.3188	.97758
general quality of performance of your college associate dean	66	3.3030	.96028
content of policies of your college	66	3.2879	.89038
life insurance program	68	3.2353	1.03833
general quality of performance of associate provost	64	3.2344	.95522
quality of performance of students in your classes	72	3.2222	.77318
general quality of performance of assistants to university president	60	3.2000	.83969
procedures by which policies are made for your college	65	3.1846	.99832

general quality of performance of board of governors	65	3.1692	.82100
content of general university policies	68	3.1618	.97139
Office of sponsored research and programs	65	3.1538	1.00360
direction the university is moving	70	3.1286	1.00609
custodial maintenance of facilities	72	3.0833	1.12275
teaching load	72	3.0694	1.05251
GA support for faculty	63	3.0635	.94822
Classroom facilities	72	2.9861	1.20437
procedures by which general university policies and priorities are communicated to faculty	68	2.9853	1.17807
level of shared governance	68	2.9706	1.02171
degree to which administration follows written university policies	64	2.9688	.99153
medical and health benefits	70	2.9143	1.28247
procedures by which general university policies and priorities are made	66	2.8939	1.08314
Physical plant	71	2.8732	1.08140
Personal office facilities	72	2.8611	1.17851
quality of preparation of students in your classes	72	2.7917	.93353
reimbursement for attending conventions conferences workshops	69	2.7826	1.13591
general quality of performance of provost	68	2.7794	1.18253
the way discretionary monies are used to reward merit equity	68	2.7794	1.18253
current nine month salary	71	2.7746	1.18559
procedures by which performance and merit salary decisions are made	70	2.7571	1.24453
procedures by which equity adjustment salary decisions are made	70	2.7000	1.14651
abolition of cost of living increases in favor of replacement pay for performance and equity	70	2.7000	1.28931
compensation for per-course faculty	67	2.6716	.92749

support for research or literary publication	66	2.6667	.99743
rate of pay for summer teaching	66	2.6061	1.07958
compensation for overload courses	63	2.5397	.91273
differential teaching loads across campus	65	2.5385	1.07641
future salary prospects	69	2.4493	1.05072
salary differentials that exist across Missouri State University	71	2.0423	1.00622
	37		
a. college = Natural & Applied Sciences			

Table XI: Satisfaction Results by College = Libraries

	N	Mean	Std. Deviation
services and faculty use of Taylor health and wellness center	17	4.4118	.50730
quality of faculty	17	4.0588	.74755
Classroom facilities	16	4.0000	.89443
congeniality of colleagues	16	4.0000	.73030
personal and building security	17	4.0000	.50000
Personal office facilities	17	4.0000	1.36931
extent to which EO policies are observed in hiring of faculty & staff	15	3.9333	1.09978
quality of performance of Equal Opportunity Officer	14	3.8571	.86444
overall satisfaction with being a Missouri State faculty member	17	3.8235	.80896
quality of performance of students in your classes	16	3.8125	.40311
Extent to which EO policies are observed in the hiring of administrators	14	3.7857	1.05090
faculty development through sabbaticals and educational leave	12	3.6667	.98473
life insurance program	17	3.6471	.60634
content of general university policies	17	3.6471	.60634
quality of student advisement	13	3.6154	.50637
general quality of performance of university president	17	3.5882	1.22774
direction the university is moving	17	3.5882	.79521
Physical plant	17	3.5882	1.06412
general quality of performance of your department head	17	3.5882	1.17574
Office of sponsored research and programs	12	3.5833	.90034
general quality of performance of associate provost	16	3.5625	.89209
quality of preparation of students in your classes	15	3.5333	.74322
custodial maintenance of facilities	17	3.5294	.94324
efforts to attract diverse students	14	3.5000	1.09193
Writing Center	12	3.5000	.90453

computer support to faculty	16	3.5000	1.21106
committee assignments and duties	17	3.4706	.79982
extent to which promotion and tenure criteria are defined and made known	17	3.4706	1.12459
Library facilities and support to faculty	15	3.4667	1.50555
availability of research opportunities	15	3.4667	.63994
reimbursement for attending conventions conferences workshops	17	3.4118	1.17574
Distance learning and Instructional technology facilities and support to faculty	13	3.3846	.76795
allocation of summer teaching	16	3.3750	.80623
retirement program	16	3.3750	.88506
procedures by which promotion and tenure decisions are made	16	3.3750	1.20416
Library facilities and support for students	16	3.3750	1.45488
Library holdings of books journals	16	3.3750	1.31022
computer support for students	15	3.3333	1.17514
recreational services and facilities for faculty	15	3.3333	1.17514
general quality of performance of assistants to university president	16	3.3125	.60208
assignment of your classes-- extent they match your interests and background	16	3.3125	1.25000
ETC facilities and support to faculty	16	3.3125	1.30224
general quality of performance of your college associate dean	17	3.2941	1.35852
general quality of performance of provost	17	3.2353	1.25147
degree to which administration follows written university policies	17	3.2353	.97014
extent of feedback regarding reasons for promotion and tenure decisions	14	3.2143	1.25137
quality of criteria used to make merit decisions in your department	15	3.2000	1.20712

general quality of performance of board of governors	16	3.1875	.83417
current nine month salary	15	3.1333	1.12546
teaching load	16	3.1250	1.08781
content of departmental policies	17	3.1176	.99262
quality of performance feedback provided by department head during scheduled performance reviews	17	3.1176	1.16632
procedures by which general university policies and priorities are communicated to faculty	17	3.1176	.99262
academic advisement load and duties	13	3.0769	.49355
procedures by which department policies are made	17	3.0588	1.19742
content of policies of your college	17	3.0588	1.02899
procedures by which general university policies and priorities are made	17	3.0588	.96635
medical and health benefits	17	3.0000	1.11803
general quality of performance of your college dean	17	2.9412	1.24853
clerical support for faculty	16	2.9375	1.18145
use and effect of per-course or unranked faculty in your department	14	2.9286	.73005
compensation for per-course faculty	13	2.9231	.49355
rate of pay for summer teaching	17	2.8824	.92752
future salary prospects	17	2.8824	1.21873
compensation for overload courses	13	2.8462	.89872
ETC facilities and support to students	13	2.7692	1.09193
procedures by which policies are made for your college	17	2.7647	1.30045
procedures by which equity adjustment salary decisions are made	16	2.7500	1.18322
GA support for faculty	12	2.7500	1.05529
support for research or literary publication	15	2.7333	1.09978
the way discretionary monies are used to reward merit equity	15	2.5333	1.40746

procedures by which performance and merit salary decisions are made	16	2.5000	1.15470
level of shared governance	16	2.5000	1.03280
differential teaching loads across campus	14	2.4286	.75593
salary differentials that exist across Missouri State University	16	2.1875	.98107
abolition of cost of living increases in favor of replacement pay for performance and equity	15	2.0667	1.22280
	7		
a. college = Libraries			

Agreement Questions by College

Table XII: Agreement Questions by College = Arts & Letters

	N	Mean	Std. Deviation
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	95	4.1895	1.00313
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	94	3.9787	1.07742
I clearly integrate the community engagement component of the public affairs mission into my work for the university	95	3.7368	1.23090
I often think about leaving this university	91	3.1868	1.29882
I feel pressured to inflate grades	96	2.8854	1.27213
I am actively looking for other academic positions elsewhere	89	2.4045	1.18436
I feel pressured to deflate grades	94	2.2766	1.06159
I plan to retire from Missouri State within the next five years	90	2.1222	1.29674
I plan on leaving Missouri State within the next year	89	2.0000	1.02247
	83		
a. college = Arts & Letters			

Table XIII: Agreement Questions by College = Business

	N	Mean	Std. Deviation
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	50	4.0000	.85714
I clearly integrate the community engagement component of the public affairs mission into my work for the university	50	3.3800	1.10454
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	50	3.2800	1.01096
I often think about leaving this university	49	2.9184	1.42649
I feel pressured to inflate grades	49	2.8980	1.26235
I plan to retire from Missouri State within the next five years	49	2.5714	1.47196
I feel pressured to deflate grades	47	2.4681	1.12000
I am actively looking for other academic positions elsewhere	49	2.2857	1.15470
I plan on leaving Missouri State within the next year	49	1.8776	1.05342
	46		
a. college = Business			

Table XIV: Agreement Questions by College = Education

	N	Mean	Std. Deviation
I clearly integrate the community engagement component of the public affairs mission into my work for the university	41	3.8780	1.09989
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	41	3.8293	.91931
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	41	3.6829	.93378
I often think about leaving this university	39	2.8462	1.36764
I plan to retire from Missouri State within the next five years	38	2.5000	1.42847
I feel pressured to inflate grades	41	2.3171	1.36819
I am actively looking for other academic positions elsewhere	39	2.2308	1.11122
I plan on leaving Missouri State within the next year	38	1.8947	.83146
I feel pressured to deflate grades	39	1.6923	.86310
	36		
a. college = Education			

Table XV: Agreement Questions by College = Health & Human Services

	N	Mean	Std. Deviation
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	78	4.2564	.87440
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	78	4.0000	.88273
I clearly integrate the community engagement component of the public affairs mission into my work for the university	78	3.9487	1.05557
I often think about leaving this university	73	2.7260	1.22769
I feel pressured to inflate grades	77	2.3636	1.31699
I plan to retire from Missouri State within the next five years	71	2.2394	1.31437
I am actively looking for other academic positions elsewhere	71	1.9296	1.04641
I feel pressured to deflate grades	76	1.7500	.88129
I plan on leaving Missouri State within the next year	71	1.6197	.74385
	71		
a. college = Health & Human Services			

Table XVI: Agreement Questions by College = Humanities & Public Affairs

	N	Mean	Std. Deviation
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	45	4.0000	1.12815
I clearly integrate the community engagement component of the public affairs mission into my work for the university	45	3.6222	1.17336
I often think about leaving this university	43	3.6047	1.21772
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	45	3.3556	1.13128
I feel pressured to inflate grades	44	2.9318	1.35368
I am actively looking for other academic positions elsewhere	42	2.7619	1.30308
I plan on leaving Missouri State within the next year	42	2.3571	1.05510
I plan to retire from Missouri State within the next five years	42	2.2143	1.37105
I feel pressured to deflate grades	44	2.2045	1.19260
	40		
a. college = Humanities & Public Affairs			

Table XVII: Agreement Questions by College = Natural & Applied Sciences

	N	Mean	Std. Deviation
I clearly integrate the community engagement component of the public affairs mission into my work for the university	71	3.4648	1.25164
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	71	3.4085	1.10295
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	70	3.3000	1.12095
I feel pressured to inflate grades	72	2.7361	1.24463
I often think about leaving this university	68	2.7206	1.38052
I plan to retire from Missouri State within the next five years	69	2.3478	1.47355
I feel pressured to deflate grades	71	2.0704	.89959
I am actively looking for other academic positions elsewhere	67	1.9104	1.05502
I plan on leaving Missouri State within the next year	66	1.7121	1.03426
	64		
a. college = Natural & Applied Sciences			

Table XVIII: Agreement Questions by College = Libraries

	N	Mean	Std. Deviation
I clearly integrate the ethical leadership component of the public affairs mission into my work for the university	16	3.8125	1.04682
I clearly integrate the community engagement component of the public affairs mission into my work for the university	16	3.8125	.98107
I clearly integrate the cultural competence component of the public affairs mission into my work for the university	16	3.7500	1.00000
I often think about leaving this university	16	2.9375	1.34009
I feel pressured to inflate grades	15	2.6667	.97590
I feel pressured to deflate grades	15	2.4667	1.12546
I plan to retire from Missouri State within the next five years	16	2.3125	1.53704
I am actively looking for other academic positions elsewhere	16	2.1250	1.36015
I plan on leaving Missouri State within the next year	16	2.0625	1.06262
	14		
a. college = Libraries			

Sorted by Gender

Table XIX: Satisfaction questions by gender descending order of means
Gender = Male

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	201	4.1343	.90381
congeniality of colleagues	204	3.9804	.96725
computer support to faculty	204	3.9510	.86960
quality of faculty	205	3.9171	.71944
services and faculty use of Taylor health and wellness center	199	3.8492	.98339
general quality of performance of your department head	202	3.7921	1.28378
computer support for students	187	3.7754	.81836
overall satisfaction with being a Missouri State faculty member	205	3.7415	.95819
personal and building security	201	3.7264	.87735
extent to which promotion and tenure criteria are defined and made known	201	3.6965	1.12358
Library facilities and support to faculty	198	3.6566	.99401
clerical support for faculty	201	3.6418	1.13183
Library facilities and support for students	193	3.6373	.95364
ETC facilities and support to faculty	194	3.6289	.89697
quality of student advisement	198	3.5808	.94575
procedures by which department policies are made	202	3.5792	1.16164
content of departmental policies	203	3.5714	1.04293
extent to which EO policies are observed in hiring of faculty & staff	191	3.5707	.93131
procedures by which promotion and tenure decisions are made	202	3.5495	1.11079
general quality of performance of your college dean	200	3.5350	1.23954
ETC facilities and support to students	178	3.5337	.81753
quality of performance feedback provided by department head during scheduled performance reviews	198	3.5152	1.18247

academic advisement load and duties	199	3.4774	1.01416
general quality of performance of university president	200	3.4700	1.16873
custodial maintenance of facilities	205	3.4683	1.10045
extent of feedback regarding reasons for promotion and tenure decisions	191	3.4450	1.12665
efforts to attract diverse students	194	3.4330	.89798
committee assignments and duties	203	3.4236	.93228
general quality of performance of your college associate dean	184	3.4185	1.10828
quality of criteria used to make merit decisions in your department	200	3.4150	1.20417
quality of performance of Equal Opportunity Officer	188	3.4096	.94065
life insurance program	199	3.4070	.94823
Writing Center	181	3.3978	.81431
allocation of summer teaching	192	3.3958	.95423
Extent to which EO policies are observed in the hiring of administrators	185	3.3946	1.01669
direction the university is moving	204	3.3922	.99414
Personal office facilities	205	3.3805	1.29917
availability of research opportunities	195	3.3179	1.02114
general quality of performance of associate provost	190	3.3000	1.00764
retirement program	198	3.2980	.98057
Classroom facilities	204	3.2843	1.21872
Library holdings of books journals	203	3.2759	1.09126
content of policies of your college	201	3.2687	.94205
content of general university policies	203	3.2562	.94576
faculty development through sabbaticals and educational leave	193	3.2383	1.01303
quality of performance of students in your classes	204	3.2353	.87861
use and effect of per-course or unranked faculty in your department	200	3.2200	1.06644

general quality of performance of assistants to university president	183	3.1913	.74238
recreational services and facilities for faculty	194	3.1856	1.03142
Distance learning and Instructional technology facilities and support to faculty	176	3.1818	.89501
procedures by which policies are made for your college	196	3.1276	1.07133
Physical plant	204	3.1275	1.14187
general quality of performance of board of governors	192	3.1094	.94537
teaching load	202	3.0693	1.13959
Office of sponsored research and programs	188	3.0691	.91949
GA support for faculty	188	3.0372	1.11561
procedures by which general university policies and priorities are communicated to faculty	203	2.9951	1.06007
degree to which administration follows written university policies	198	2.9848	1.05425
procedures by which general university policies and priorities are made	201	2.9652	1.06009
reimbursement for attending conventions conferences workshops	203	2.9163	1.24990
quality of preparation of students in your classes	202	2.9010	.97230
support for research or literary publication	197	2.8782	1.08580
current nine month salary	201	2.8408	1.21018
the way discretionary monies are used to reward merit equity	200	2.8150	1.20750
general quality of performance of provost	199	2.8040	1.17928
level of shared governance	200	2.7800	1.12603
medical and health benefits	202	2.7624	1.22696
procedures by which performance and merit salary decisions are made	201	2.7015	1.18762
rate of pay for summer teaching	196	2.6224	1.12332
compensation for per-course faculty	187	2.6150	.92828
compensation for overload courses	189	2.6138	.98608

abolition of cost of living increases in favor of replacement pay for performance and equity	199	2.5930	1.33717
procedures by which equity adjustment salary decisions are made	198	2.5758	1.13183
differential teaching loads across campus	194	2.5722	1.07127
future salary prospects	203	2.4778	1.11837
salary differentials that exist across Missouri State University	201	2.1741	1.09751
	126		
a. gender = male			

**Table XX: Satisfaction questions by gender descending order of means
Gender = Female**

	N	Mean	Std. Deviation
congeniality of colleagues	190	4.0053	.86982
quality of faculty	190	4.0000	.68236
assignment of your classes-- extent they match your interests and background	185	3.9892	.90283
Library facilities and support to faculty	180	3.9333	.72157
computer support to faculty	190	3.9211	.85392
Library facilities and support for students	171	3.8538	.63868
services and faculty use of Taylor health and wellness center	183	3.8470	.85715
ETC facilities and support to faculty	177	3.7910	.75853
overall satisfaction with being a Missouri State faculty member	188	3.7766	.83576
computer support for students	167	3.7425	.76807
general quality of performance of your department head	184	3.7391	1.18155
quality of student advisement	179	3.7151	.81582
general quality of performance of your college dean	184	3.6848	1.06540
personal and building security	186	3.6559	.80532
ETC facilities and support to students	156	3.5769	.71877
life insurance program	182	3.5495	.77622
extent to which EO policies are observed in hiring of faculty & staff	166	3.5482	.87772
extent to which promotion and tenure criteria are defined and made known	183	3.5301	1.05764
clerical support for faculty	184	3.5272	1.20078
Library holdings of books journals	184	3.5217	.96358
general quality of performance of your college associate dean	165	3.5212	.88060
Writing Center	159	3.5157	.98633
content of departmental policies	181	3.4696	.92220
procedures by which department policies are made	184	3.4674	.99673
quality of performance of Equal Opportunity Officer	167	3.4671	.89027

quality of performance of students in your classes	187	3.4278	.89735
procedures by which promotion and tenure decisions are made	179	3.4078	.97505
quality of performance feedback provided by department head during scheduled performance reviews	177	3.4068	1.02445
general quality of performance of university president	178	3.4045	.95337
Extent to which EO policies are observed in the hiring of administrators	160	3.4000	.93969
efforts to attract diverse students	173	3.3931	.91902
general quality of performance of associate provost	172	3.3895	.90127
extent of feedback regarding reasons for promotion and tenure decisions	167	3.3892	.96224
Personal office facilities	189	3.3757	1.19913
content of policies of your college	177	3.3503	.80581
committee assignments and duties	183	3.3497	.93649
direction the university is moving	184	3.3478	.98552
recreational services and facilities for faculty	173	3.3468	.87998
retirement program	179	3.3184	.96235
content of general university policies	179	3.2905	.83091
academic advisement load and duties	168	3.2857	.97356
availability of research opportunities	167	3.2575	.94400
general quality of performance of assistants to university president	160	3.2187	.70641
procedures by which policies are made for your college	178	3.2135	.85664
allocation of summer teaching	171	3.2105	.88258
faculty development through sabbaticals and educational leave	158	3.2089	.88910
use and effect of per-course or unranked faculty in your department	181	3.1934	1.12604
custodial maintenance of facilities	189	3.1905	1.11837

Distance learning and Instructional technology facilities and support to faculty	153	3.1895	.87172
Office of sponsored research and programs	160	3.1688	.81048
general quality of performance of board of governors	173	3.1387	.70986
quality of criteria used to make merit decisions in your department	177	3.1186	1.17867
quality of preparation of students in your classes	188	3.1064	.99160
Classroom facilities	191	3.0995	1.20767
procedures by which general university policies and priorities are communicated to faculty	183	3.0546	.99850
general quality of performance of provost	181	3.0331	1.11505
degree to which administration follows written university policies	179	3.0279	.96820
level of shared governance	169	3.0059	1.02060
teaching load	188	2.9894	1.17455
Physical plant	188	2.9840	1.13983
GA support for faculty	171	2.9825	1.11394
procedures by which general university policies and priorities are made	176	2.9659	.97335
medical and health benefits	187	2.9251	1.16155
current nine month salary	181	2.9116	1.13183
reimbursement for attending conventions conferences workshops	176	2.8295	1.20685
rate of pay for summer teaching	168	2.7679	1.02644
compensation for per-course faculty	164	2.6463	.90496
compensation for overload courses	164	2.6037	1.03093
the way discretionary monies are used to reward merit equity	176	2.6023	1.13177
support for research or literary publication	169	2.5858	1.00299
procedures by which equity adjustment salary decisions are made	180	2.5778	1.09318
procedures by which performance and merit salary decisions are made	181	2.5635	1.13166

future salary prospects	182	2.5440	1.01139
differential teaching loads across campus	170	2.4588	1.02689
abolition of cost of living increases in favor of replacement pay for performance and equity	174	2.3506	1.22973
salary differentials that exist across Missouri State University	179	2.0615	.98393
	97		
a. gender = female			

Sorted by Tenure Status

**Table XXI: Satisfaction questions by tenure status--descending order of means
Tenure status = Tenured**

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	251	4.1036	.93660
quality of faculty	256	3.9219	.72609
computer support to faculty	255	3.8980	.89914
congeniality of colleagues	255	3.8784	.99849
services and faculty use of Taylor health and wellness center	246	3.8780	.92216
computer support for students	226	3.7478	.80726
Library facilities and support to faculty	248	3.7419	.95968
extent to which promotion and tenure criteria are defined and made known	251	3.6932	1.11603
ETC facilities and support to faculty	244	3.6885	.84699
Library facilities and support for students	238	3.6723	.89168
quality of student advisement	247	3.6518	.93282
personal and building security	251	3.6295	.90453
overall satisfaction with being a Missouri State faculty member	255	3.6039	.91573
general quality of performance of your department head	252	3.5556	1.33930
ETC facilities and support to students	216	3.5185	.77137
clerical support for faculty	251	3.4861	1.23402
procedures by which promotion and tenure decisions are made	250	3.4840	1.12374
extent to which EO policies are observed in hiring of faculty & staff	234	3.4701	.95002
Writing Center	223	3.4305	.88193
content of departmental policies	251	3.4303	1.02280
life insurance program	247	3.4089	.90997
general quality of performance of your college dean	254	3.4055	1.27182
procedures by which department policies are made	252	3.3968	1.15410

extent of feedback regarding reasons for promotion and tenure decisions	238	3.3866	1.13338
general quality of performance of university president	250	3.3760	1.16622
quality of performance feedback provided by department head during scheduled performance reviews	245	3.3510	1.18704
Personal office facilities	256	3.3477	1.31367
quality of performance of Equal Opportunity Officer	231	3.3420	.96003
academic advisement load and duties	247	3.3279	1.01700
Library holdings of books journals	255	3.3255	1.08676
efforts to attract diverse students	240	3.3208	.92907
direction the university is moving	253	3.3083	1.03117
allocation of summer teaching	241	3.3071	1.05134
general quality of performance of associate provost	239	3.2762	1.02444
quality of performance of students in your classes	254	3.2756	.93401
general quality of performance of your college associate dean	227	3.2731	1.07889
faculty development through sabbaticals and educational leave	238	3.2731	1.02551
committee assignments and duties	252	3.2698	.98120
custodial maintenance of facilities	255	3.2627	1.15253
retirement program	244	3.2541	.96917
Extent to which EO policies are observed in the hiring of administrators	226	3.2522	1.02116
quality of criteria used to make merit decisions in your department	251	3.2311	1.23385
availability of research opportunities	243	3.2305	1.04663
recreational services and facilities for faculty	235	3.2255	.96752
Classroom facilities	255	3.1725	1.26181
content of general university policies	244	3.1557	.92980

Distance learning and Instructional technology facilities and support to faculty	215	3.1535	.87524
content of policies of your college	243	3.1481	.90148
general quality of performance of assistants to university president	221	3.1222	.73144
use and effect of per-course or unranked faculty in your department	251	3.0239	1.14866
general quality of performance of board of governors	241	3.0166	.88490
procedures by which policies are made for your college	241	2.9793	1.00602
Physical plant	255	2.9725	1.15494
Office of sponsored research and programs	232	2.9655	.87219
quality of preparation of students in your classes	253	2.9644	.99339
teaching load	252	2.9325	1.20069
GA support for faculty	237	2.9156	1.13181
current nine month salary	250	2.8600	1.19923
procedures by which general university policies and priorities are communicated to faculty	251	2.8207	1.06383
reimbursement for attending conventions conferences workshops	251	2.8048	1.26718
procedures by which general university policies and priorities are made	244	2.7869	1.03621
degree to which administration follows written university policies	245	2.7714	1.01868
general quality of performance of provost	253	2.7510	1.16038
medical and health benefits	252	2.7063	1.17455
level of shared governance	248	2.6734	1.11766
rate of pay for summer teaching	243	2.6173	1.12707
support for research or literary publication	246	2.6138	1.06582
the way discretionary monies are used to reward merit equity	246	2.6098	1.20295
compensation for per-course faculty	231	2.5411	.91214
procedures by which performance and merit salary decisions are made	252	2.5357	1.21851

compensation for overload courses	235	2.5106	1.05556
procedures by which equity adjustment salary decisions are made	249	2.4458	1.13151
future salary prospects	251	2.3904	1.06158
differential teaching loads across campus	246	2.3333	1.08922
abolition of cost of living increases in favor of replacement pay for performance and equity	248	2.3105	1.32110
salary differentials that exist across Missouri State University	251	1.9363	1.00196
	145		
a. tenure status = tenured			

XXII Table: Satisfaction questions by tenure status--descending order of means
Tenure status = non-tenured

	N	Mean	Std. Deviation
congeniality of colleagues	145	4.1655	.76389
general quality of performance of your department head	140	4.1357	.92301
overall satisfaction with being a Missouri State faculty member	144	4.0208	.80617
computer support to faculty	145	4.0207	.77700
quality of faculty	145	4.0000	.65617
assignment of your classes-- extent they match your interests and background	141	3.9929	.84934
general quality of performance of your college dean	136	3.9559	.79692
Library facilities and support to faculty	136	3.8824	.72069
Library facilities and support for students	132	3.8636	.67420
services and faculty use of Taylor health and wellness center	142	3.8028	.91667
general quality of performance of your college associate dean	128	3.7969	.74622
personal and building security	142	3.7958	.69994
clerical support for faculty	140	3.7929	.99275
computer support for students	134	3.7836	.76936
ETC facilities and support to faculty	132	3.7424	.81607
procedures by which department policies are made	140	3.7357	.93386
extent to which EO policies are observed in hiring of faculty & staff	127	3.7165	.80571
content of departmental policies	139	3.6691	.90400
Extent to which EO policies are observed in the hiring of administrators	123	3.6585	.84765
quality of performance feedback provided by department head during scheduled performance reviews	136	3.6544	.93791
quality of student advisement	134	3.6269	.79161
ETC facilities and support to students	122	3.6066	.76663
quality of performance of Equal Opportunity Officer	128	3.6016	.81656

life insurance program	140	3.5857	.77725
committee assignments and duties	140	3.5786	.82294
content of policies of your college	140	3.5714	.76940
efforts to attract diverse students	132	3.5606	.86719
use and effect of per-course or unranked faculty in your department	136	3.5441	.87659
general quality of performance of university president	134	3.5373	.86413
academic advisement load and duties	126	3.5238	.93564
Library holdings of books journals	138	3.5072	.93001
Writing Center	121	3.4959	.92307
procedures by which policies are made for your college	138	3.4783	.83899
extent to which promotion and tenure criteria are defined and made known	139	3.4748	1.03091
general quality of performance of associate provost	129	3.4729	.79134
direction the university is moving	141	3.4610	.90647
extent of feedback regarding reasons for promotion and tenure decisions	126	3.4603	.87316
content of general university policies	143	3.4545	.78478
custodial maintenance of facilities	145	3.4483	1.04703
quality of performance of students in your classes	143	3.4476	.79327
procedures by which promotion and tenure decisions are made	137	3.4453	.92291
Personal office facilities	144	3.4375	1.12641
retirement program	139	3.4029	.95340
Office of sponsored research and programs	121	3.3967	.79035
degree to which administration follows written university policies	137	3.3942	.89408
availability of research opportunities	125	3.3760	.83920
procedures by which general university policies and priorities are communicated to faculty	140	3.3643	.89129

general quality of performance of assistants to university president	126	3.3492	.68489
quality of criteria used to make merit decisions in your department	132	3.3409	1.13130
recreational services and facilities for faculty	138	3.3261	.96025
general quality of performance of board of governors	129	3.3101	.72671
allocation of summer teaching	127	3.2992	.60834
level of shared governance	127	3.2756	.89688
procedures by which general university policies and priorities are made	138	3.2681	.90851
Distance learning and Instructional technology facilities and support to faculty	118	3.2542	.88854
Classroom facilities	146	3.2466	1.12992
Physical plant	143	3.2098	1.09321
teaching load	144	3.2083	1.03691
general quality of performance of provost	133	3.2030	1.07139
GA support for faculty	128	3.1953	1.06526
faculty development through sabbaticals and educational leave	119	3.1429	.78423
medical and health benefits	143	3.0909	1.18624
quality of preparation of students in your classes	143	3.0839	.96777
reimbursement for attending conventions conferences workshops	134	3.0075	1.12722
support for research or literary publication	125	2.9680	.99948
current nine month salary	138	2.9130	1.11708
the way discretionary monies are used to reward merit equity	135	2.8889	1.11078
differential teaching loads across campus	124	2.8871	.86682
rate of pay for summer teaching	126	2.8413	.95005
procedures by which performance and merit salary decisions are made	136	2.8162	1.03424
procedures by which equity adjustment salary decisions are made	135	2.8148	1.03076

compensation for overload courses	123	2.8130	.85267
compensation for per-course faculty	125	2.8000	.88900
abolition of cost of living increases in favor of replacement pay for performance and equity	131	2.7863	1.18975
future salary prospects	140	2.7571	1.04483
salary differentials that exist across Missouri State University	135	2.4741	1.02090
	81		
a. tenure status = non-tenured			

Sorted by Rank

**Table XXIII: Satisfaction questions by rank--descending order of means
Rank = Professor**

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	130	4.1923	.92423
quality of faculty	131	4.0000	.65633
congeniality of colleagues	131	3.9542	.96765
computer support to faculty	131	3.9466	.91410
services and faculty use of Taylor health and wellness center	127	3.9370	.95741
Library facilities and support to faculty	128	3.8047	.93958
computer support for students	116	3.7845	.81086
extent to which promotion and tenure criteria are defined and made known	129	3.7829	1.11776
Library facilities and support for students	123	3.7236	.83274
ETC facilities and support to faculty	122	3.6803	.86499
overall satisfaction with being a Missouri State faculty member	131	3.6794	.94679
quality of student advisement	126	3.6587	.95635
procedures by which promotion and tenure decisions are made	129	3.6434	1.09543
clerical support for faculty	130	3.5846	1.16662
personal and building security	129	3.5814	.94122
general quality of performance of your department head	131	3.5267	1.39961
life insurance program	126	3.5238	.89187
content of departmental policies	130	3.5154	1.04351
Writing Center	115	3.5043	.84161
extent of feedback regarding reasons for promotion and tenure decisions	121	3.4959	1.14108
ETC facilities and support to students	113	3.4956	.76909
procedures by which department policies are made	131	3.4733	1.20466
academic advisement load and duties	129	3.4341	1.05212
allocation of summer teaching	127	3.4331	1.06600

extent to which EO policies are observed in hiring of faculty & staff	122	3.4262	.97843
faculty development through sabbaticals and educational leave	124	3.4032	1.03531
efforts to attract diverse students	124	3.4032	.90094
quality of criteria used to make merit decisions in your department	129	3.3953	1.23376
quality of performance feedback provided by department head during scheduled performance reviews	126	3.3730	1.22464
Library holdings of books journals	131	3.3664	.97827
committee assignments and duties	131	3.3511	1.02224
Personal office facilities	131	3.3511	1.31806
quality of performance of Equal Opportunity Officer	122	3.3443	1.01045
retirement program	124	3.3387	.94471
general quality of performance of university president	130	3.3231	1.28326
general quality of performance of your college dean	130	3.3000	1.32741
recreational services and facilities for faculty	121	3.2975	.95433
availability of research opportunities	126	3.2937	1.03590
Distance learning and Instructional technology facilities and support to faculty	112	3.2857	.87434
quality of performance of students in your classes	131	3.2443	.93719
custodial maintenance of facilities	131	3.2366	1.16904
Classroom facilities	131	3.2061	1.24479
direction the university is moving	130	3.1769	1.06724
general quality of performance of your college associate dean	118	3.1695	1.16432
general quality of performance of associate provost	123	3.1382	1.13315
general quality of performance of assistants to university president	115	3.1043	.79884
content of policies of your college	126	3.1032	.95356

content of general university policies	128	3.1016	.99479
Extent to which EO policies are observed in the hiring of administrators	120	3.0917	1.10001
use and effect of per-course or unranked faculty in your department	130	3.0846	1.19453
current nine month salary	128	3.0703	1.20487
GA support for faculty	126	3.0556	1.17511
teaching load	131	3.0382	1.20515
reimbursement for attending conventions conferences workshops	129	2.9845	1.24990
Physical plant	131	2.9618	1.17280
general quality of performance of board of governors	127	2.9449	.91119
quality of preparation of students in your classes	131	2.9313	.97026
procedures by which policies are made for your college	123	2.9268	1.11009
Office of sponsored research and programs	120	2.9167	.92203
medical and health benefits	129	2.8062	1.18636
support for research or literary publication	129	2.7674	1.05706
rate of pay for summer teaching	126	2.7540	1.17770
procedures by which general university policies and priorities are communicated to faculty	130	2.7538	1.10714
procedures by which general university policies and priorities are made	127	2.7323	1.04993
degree to which administration follows written university policies	125	2.7120	1.06116
compensation for overload courses	122	2.6393	1.07615
the way discretionary monies are used to reward merit equity	126	2.6270	1.23116
compensation for per-course faculty	122	2.6148	.92215
level of shared governance	130	2.6000	1.12477
general quality of performance of provost	129	2.5891	1.24130
procedures by which performance and merit salary decisions are made	129	2.5891	1.27850

future salary prospects	129	2.4574	1.11809
procedures by which equity adjustment salary decisions are made	128	2.4062	1.15995
abolition of cost of living increases in favor of replacement pay for performance and equity	129	2.3411	1.37782
differential teaching loads across campus	126	2.3333	1.16619
salary differentials that exist across Missouri State University	130	2.0692	1.10803
	77		
a. rank = Professor			

Table XXIV: Satisfaction questions by rank--descending order of means
Rank = Associate Professor

	N	Mean	Std. Deviation
assignment of your classes-- extent they match your interests and background	90	3.9778	.93590
computer support to faculty	92	3.9022	.85240
congeniality of colleagues	93	3.8817	.99836
services and faculty use of Taylor health and wellness center	89	3.7865	.89788
quality of faculty	93	3.7849	.84506
ETC facilities and support to faculty	90	3.7111	.78245
computer support for students	82	3.7073	.74515
extent to which promotion and tenure criteria are defined and made known	92	3.6739	1.03890
Library facilities and support to faculty	89	3.6292	.95800
Library facilities and support for students	86	3.6163	.93518
quality of student advisement	92	3.6087	.93710
ETC facilities and support to students	76	3.6053	.73174
personal and building security	90	3.5778	.87381
general quality of performance of your college dean	93	3.5484	1.10843
extent to which EO policies are observed in hiring of faculty & staff	84	3.5357	.88422
general quality of performance of your department head	92	3.5326	1.27917
overall satisfaction with being a Missouri State faculty member	93	3.4839	.91619
general quality of performance of your college associate dean	84	3.4286	.94787
Extent to which EO policies are observed in the hiring of administrators	78	3.4231	.86067
procedures by which promotion and tenure decisions are made	92	3.4130	1.06029
general quality of performance of university president	92	3.4130	1.07061
clerical support for faculty	90	3.4111	1.27106
general quality of performance of associate provost	89	3.4045	.91352
Writing Center	80	3.3625	.84560

direction the university is moving	92	3.3587	1.01182
content of departmental policies	91	3.3516	.97038
extent of feedback regarding reasons for promotion and tenure decisions	89	3.3371	1.05468
life insurance program	91	3.3297	.94346
procedures by which department policies are made	91	3.3297	1.08582
quality of performance feedback provided by department head during scheduled performance reviews	90	3.3222	1.16915
quality of performance of Equal Opportunity Officer	81	3.3086	.91709
quality of performance of students in your classes	92	3.2935	.97820
custodial maintenance of facilities	92	3.2935	1.14391
Personal office facilities	93	3.2473	1.36458
faculty development through sabbaticals and educational leave	85	3.2235	.99255
content of policies of your college	89	3.2135	.83219
academic advisement load and duties	89	3.2022	1.03550
allocation of summer teaching	87	3.1954	.98641
recreational services and facilities for faculty	86	3.1860	.97633
content of general university policies	88	3.1818	.86497
general quality of performance of assistants to university president	81	3.1728	.72094
retirement program	90	3.1556	.99336
efforts to attract diverse students	87	3.1494	.98274
Library holdings of books journals	92	3.1413	1.21873
committee assignments and duties	92	3.1413	.92084
quality of criteria used to make merit decisions in your department	91	3.1209	1.21870
procedures by which policies are made for your college	90	3.1000	.86180
general quality of performance of board of governors	86	3.0698	.89167

availability of research opportunities	88	3.0682	1.08061
Classroom facilities	92	3.0326	1.27917
Distance learning and Instructional technology facilities and support to faculty	78	3.0256	.78912
Physical plant	92	2.9674	1.16214
Office of sponsored research and programs	84	2.9643	.84235
quality of preparation of students in your classes	90	2.9333	1.03642
general quality of performance of provost	93	2.9140	1.05970
use and effect of per-course or unranked faculty in your department	90	2.8889	1.10611
degree to which administration follows written university policies	91	2.8242	.98425
procedures by which general university policies and priorities are communicated to faculty	92	2.8043	1.02966
procedures by which general university policies and priorities are made	89	2.7865	1.02771
GA support for faculty	84	2.7738	1.07939
teaching load	90	2.7667	1.14214
level of shared governance	89	2.7079	1.10990
the way discretionary monies are used to reward merit equity	90	2.6778	1.16915
medical and health benefits	92	2.6196	1.18454
current nine month salary	92	2.5978	1.14891
procedures by which performance and merit salary decisions are made	93	2.5914	1.17248
procedures by which equity adjustment salary decisions are made	91	2.5714	1.10698
reimbursement for attending conventions conferences workshops	92	2.5435	1.26154
rate of pay for summer teaching	90	2.5111	1.04122
compensation for per-course faculty	84	2.5000	.89846
support for research or literary publication	87	2.4253	1.08512
compensation for overload courses	85	2.4000	1.01419

differential teaching loads across campus	90	2.3778	.98958
abolition of cost of living increases in favor of replacement pay for performance and equity	89	2.3708	1.30019
future salary prospects	92	2.3152	1.00471
salary differentials that exist across Missouri State University	92	1.7935	.85855
	52		
a. rank = Associate Professor			

**Table XXV: Satisfaction questions by rank--descending order of means
Rank = Assistant Professor**

	N	Mean	Std. Deviation
congeniality of colleagues	88	4.0455	.92113
assignment of your classes-- extent they match your interests and background	88	4.0227	.93437
general quality of performance of your department head	84	4.0000	.98176
quality of faculty	89	3.9551	.68937
overall satisfaction with being a Missouri State faculty member	88	3.8636	.83297
personal and building security	87	3.8506	.77051
general quality of performance of your college dean	84	3.8333	1.07360
computer support to faculty	89	3.8315	.89488
Library facilities and support for students	79	3.7722	.84655
services and faculty use of Taylor health and wellness center	87	3.7701	.96088
Library facilities and support to faculty	85	3.7647	.88165
extent to which EO policies are observed in hiring of faculty & staff	81	3.7407	.93244
Extent to which EO policies are observed in the hiring of administrators	79	3.7215	.95992
computer support for students	82	3.7195	.83554
general quality of performance of your college associate dean	75	3.6667	.94916
ETC facilities and support to faculty	83	3.6627	.91435
general quality of performance of university president	80	3.6625	.84109
quality of student advisement	84	3.6548	.79901
procedures by which department policies are made	86	3.6047	1.10910
direction the university is moving	87	3.5977	.84165
quality of performance of Equal Opportunity Officer	81	3.5926	.83333
quality of performance feedback provided by department head during scheduled performance reviews	83	3.5301	1.01618

content of departmental policies	87	3.5172	1.03274
committee assignments and duties	86	3.5116	.91708
custodial maintenance of facilities	88	3.5000	1.03945
efforts to attract diverse students	83	3.4819	.90205
extent to which promotion and tenure criteria are defined and made known	88	3.4773	1.22218
life insurance program	86	3.4767	.85028
clerical support for faculty	85	3.4706	1.19112
ETC facilities and support to students	75	3.4667	.84363
content of general university policies	85	3.4471	.76385
academic advisement load and duties	81	3.4444	.98742
content of policies of your college	85	3.4353	.89239
Writing Center	76	3.4211	1.02324
Personal office facilities	89	3.3933	1.22120
use and effect of per-course or unranked faculty in your department	85	3.3882	.90098
general quality of performance of associate provost	80	3.3875	.78746
Office of sponsored research and programs	81	3.3827	.83018
procedures by which promotion and tenure decisions are made	84	3.3810	1.04021
Library holdings of books journals	87	3.3678	1.09028
Classroom facilities	89	3.3596	1.17015
extent of feedback regarding reasons for promotion and tenure decisions	78	3.3462	1.05470
availability of research opportunities	81	3.3210	.95952
procedures by which policies are made for your college	85	3.3059	1.01211
procedures by which general university policies and priorities are communicated to faculty	87	3.2989	.95376
degree to which administration follows written university policies	84	3.2976	.97905
general quality of performance of board of governors	78	3.2949	.72271

general quality of performance of assistants to university president	75	3.2667	.62240
retirement program	87	3.2644	1.00533
level of shared governance	81	3.2469	.91557
teaching load	88	3.2273	1.14196
procedures by which general university policies and priorities are made	86	3.2209	.91267
Physical plant	87	3.2184	1.17558
quality of performance of students in your classes	87	3.2184	.81305
allocation of summer teaching	81	3.2099	.73682
quality of criteria used to make merit decisions in your department	84	3.1786	1.18383
general quality of performance of provost	82	3.1341	1.10847
Distance learning and Instructional technology facilities and support to faculty	74	3.1216	.99247
current nine month salary	84	3.0595	1.05683
recreational services and facilities for faculty	82	3.0366	1.01160
faculty development through sabbaticals and educational leave	78	3.0256	.91132
GA support for faculty	79	2.9367	1.19123
quality of preparation of students in your classes	87	2.9310	.94982
reimbursement for attending conventions conferences workshops	85	2.9294	1.22268
medical and health benefits	88	2.8636	1.26111
future salary prospects	85	2.8235	1.00210
the way discretionary monies are used to reward merit equity	83	2.7711	1.18245
procedures by which equity adjustment salary decisions are made	81	2.7654	.99085
support for research or literary publication	83	2.7470	1.14597
abolition of cost of living increases in favor of replacement pay for performance and equity	82	2.7439	1.22536
procedures by which performance and merit salary decisions are made	82	2.7439	1.05188

differential teaching loads across campus	78	2.7436	.95938
compensation for per-course faculty	74	2.7432	.92249
rate of pay for summer teaching	82	2.7195	1.02167
compensation for overload courses	78	2.5769	.94689
salary differentials that exist across Missouri State University	81	2.5185	1.05013
	51		
a. rank = Assistant Professor			

**Table XXVI: Satisfaction questions by rank--descending order of means
Rank = Instructor**

	N	Mean	Std. Deviation
general quality of performance of your department head	81	4.1605	.99319
computer support to faculty	82	4.1341	.64334
congeniality of colleagues	82	4.0854	.80433
overall satisfaction with being a Missouri State faculty member	82	4.0732	.74999
quality of faculty	82	4.0366	.57618
Library facilities and support to faculty	76	3.9737	.61044
assignment of your classes-- extent they match your interests and background	78	3.9615	.81292
clerical support for faculty	81	3.9383	.88524
Library facilities and support for students	76	3.8816	.61029
services and faculty use of Taylor health and wellness center	79	3.8481	.86363
general quality of performance of your college dean	77	3.8442	.84394
personal and building security	81	3.8272	.62829
computer support for students	75	3.8267	.74204
ETC facilities and support to faculty	75	3.7467	.77273
Library holdings of books journals	77	3.7273	.73693
general quality of performance of your college associate dean	73	3.7260	.67207
procedures by which department policies are made	79	3.7215	.81550
content of departmental policies	77	3.7143	.80879
efforts to attract diverse students	73	3.6712	.76476
ETC facilities and support to students	69	3.6522	.74412
quality of performance feedback provided by department head during scheduled performance reviews	77	3.6494	.94265
quality of performance of students in your classes	81	3.6296	.73220
quality of student advisement	74	3.6081	.80780
extent to which EO policies are observed in hiring of faculty & staff	68	3.5882	.75775

content of policies of your college	78	3.5769	.69356
life insurance program	78	3.5641	.74885
committee assignments and duties	78	3.5513	.78372
use and effect of per-course or unranked faculty in your department	76	3.5395	.97216
Personal office facilities	81	3.5309	1.01349
quality of performance of Equal Opportunity Officer	69	3.5217	.81545
Extent to which EO policies are observed in the hiring of administrators	66	3.5152	.76946
academic advisement load and duties	69	3.5072	.81571
general quality of performance of associate provost	71	3.4930	.73433
Writing Center	67	3.4925	.87686
recreational services and facilities for faculty	78	3.4872	.87895
retirement program	76	3.4737	.90146
availability of research opportunities	68	3.4559	.72140
procedures by which policies are made for your college	76	3.4474	.73747
content of general university policies	81	3.4321	.78959
extent of feedback regarding reasons for promotion and tenure decisions	71	3.4225	.87279
direction the university is moving	79	3.4051	.91314
general quality of performance of university president	76	3.3947	.81778
extent to which promotion and tenure criteria are defined and made known	76	3.3947	.91037
procedures by which general university policies and priorities are communicated to faculty	77	3.3896	.78062
degree to which administration follows written university policies	77	3.3636	.82572
procedures by which promotion and tenure decisions are made	77	3.3377	.98155
custodial maintenance of facilities	83	3.3373	1.08512

Office of sponsored research and programs	63	3.3333	.71842
Distance learning and Instructional technology facilities and support to faculty	64	3.3281	.79791
general quality of performance of assistants to university president	71	3.3239	.69230
GA support for faculty	71	3.3239	.89082
quality of criteria used to make merit decisions in your department	74	3.3108	1.13386
allocation of summer teaching	67	3.2985	.73886
general quality of performance of board of governors	73	3.2740	.67207
procedures by which general university policies and priorities are made	75	3.2533	.90185
quality of preparation of students in your classes	82	3.2439	.96303
level of shared governance	70	3.1714	.96266
Physical plant	82	3.1707	1.01598
faculty development through sabbaticals and educational leave	65	3.1692	.74097
Classroom facilities	83	3.1687	1.13502
medical and health benefits	80	3.1500	1.10350
teaching load	81	3.1481	1.05013
general quality of performance of provost	76	3.1447	.98933
support for research or literary publication	67	3.0746	.78458
reimbursement for attending conventions conferences workshops	74	3.0676	1.07692
differential teaching loads across campus	70	2.8714	.86680
compensation for overload courses	67	2.8507	.83944
the way discretionary monies are used to reward merit equity	76	2.8289	1.08797
compensation for per-course faculty	71	2.7465	.88992
rate of pay for summer teaching	65	2.7231	.96027
procedures by which equity adjustment salary decisions are made	78	2.6538	1.12616
current nine month salary	78	2.6538	1.12616

procedures by which performance and merit salary decisions are made	78	2.6410	1.08082
abolition of cost of living increases in favor of replacement pay for performance and equity	73	2.5890	1.19995
future salary prospects	80	2.5125	1.07907
salary differentials that exist across Missouri State University	77	2.2727	.96840
	43		
a. rank = Instructor			

Cross Tabulations

Table XVII: Gender and Tenure Status Cross tabulation

gender * tenure status Cross-tabulation					
			tenure status		
			tenured	non-tenured	Total
Gender	male	Count	152	53	205
		% within gender	74.1%	25.9%	100.0%
		% within tenure status	60.8%	36.3%	51.8%
	female	Count	98	93	191
		% within gender	51.3%	48.7%	100.0%
		% within tenure status	39.2%	63.7%	48.2%
	Total	Count	250	146	396
		% within gender	63.1%	36.9%	100.0%
		% within tenure status	100.0%	100.0%	100.0%

Table XVIII: Gender and Rank Cross Tabulation

gender * rank Cross-tabulation							
			Rank				
			Professor	Associate Professor	Assistant Professor	Instructor	Total
Gender	Male	Count	94	50	44	16	204
		% within gender	46.1%	24.5%	21.6%	7.8%	100.0%
		% within rank	73.4%	54.3%	49.4%	19.5%	52.2%
	Female	Count	34	42	45	66	187
		% within gender	18.2%	22.5%	24.1%	35.3%	100.0%
		% within rank	26.6%	45.7%	50.6%	80.5%	47.8%
	Total	Count	128	92	89	82	391
		% within gender	32.7%	23.5%	22.8%	21.0%	100.0%
		% within rank	100.0%	100.0%	100.0%	100.0%	100.0%

Grade Inflation and Deflation Pressures

Table XXIX: Sources of influence to inflate grades (for the 128 respondents who agree or strongly agree they feel pressure to inflate grades) (1= feel pressure from this source; 0=not selected)

Administrators					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	46	35.9	35.9	35.9
	0	82	64.1	64.1	100.0
	Total	128	100.0	100.0	

Peers/Department Cultural Norms					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	27	21.1	21.1	21.1
	0	101	78.9	78.9	100.0
	Total	128	100.0	100.0	

Student Evaluations					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	37	28.9	28.9	28.9
	0	91	71.1	71.1	100.0
	Total	128	100.0	100.0	

Evaluation process (merit pay, promotion and tenure)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	68	53.1	53.1	53.1
	0	60	46.9	46.9	100.0
	Total	128	100.0	100.0	

Student Retention Concerns					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	73	57.0	57.0	57.0
	0	55	43.0	43.0	100.0
	Total	128	100.0	100.0	

Other					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	14.8	14.8	14.8
	0	109	85.2	85.2	100.0
	Total	128	100.0	100.0	

Table XXX: Sources of influence to deflate grades (for the 41 respondents who feel pressure to deflate grades) (1=feel pressure from this source; 0=not selected)

Administrators					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	26.8	26.8	26.8
	0	30	73.2	73.2	100.0
	Total	41	100.0	100.0	

Peers/Department Cultural Norms					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	24.4	24.4	24.4
	0	31	75.6	75.6	100.0
	Total	41	100.0	100.0	

Student Evaluations					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	24.4	24.4	24.4
	0	31	75.6	75.6	100.0
	Total	41	100.0	100.0	

Evaluation process (merit pay, promotion and tenure)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	29.3	29.3	29.3
	0	29	70.7	70.7	100.0
	Total	41	100.0	100.0	

Student Retention Concerns					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	29.3	29.3	29.3
	0	29	70.7	70.7	100.0
	Total	41	100.0	100.0	

Other					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	24.4	24.4	24.4
	0	31	75.6	75.6	100.0

Student Evaluations					
		Frequency	Percent	Valid Percent	Cumulative Percent
	1	10	24.4	24.4	24.4
	0	31	75.6	75.6	100.0
	Total	41	100.0	100.0	

Additional Tables: Satisfaction questions by department

Department = Accountancy

	N	Mean	Std. Deviation
direction the university is moving	7	3.5714	1.27242
quality of faculty	7	4.1429	.37796
congeniality of colleagues	6	4.5000	.54772
quality of preparation of students in your classes	7	2.1429	.69007
quality of performance of students in your classes	7	3.1429	1.21499
overall satisfaction with being a Missouri State faculty member	7	3.8571	1.06904
quality of performance of Equal Opportunity Officer	6	3.0000	.00000
extent to which EO policies are observed in hiring of faculty & staff	6	3.1667	.40825
Extent to which EO policies are observed in the hiring of administrators	6	3.1667	.40825
Classroom facilities	7	4.1429	.69007
Personal office facilities	7	3.8571	.89974
computer support to faculty	7	3.2857	.75593
computer support for students	6	3.5000	.54772
Physical plant	7	3.1429	1.06904
custodial maintenance of facilities	7	3.0000	1.00000
personal and building security	7	3.5714	.78680
Library holdings of books journals	7	3.0000	1.00000
Library facilities and support to faculty	7	3.5714	.53452

Library facilities and support for students	7	3.4286	.53452
ETC facilities and support to faculty	7	3.5714	.78680
ETC facilities and support to students	6	3.3333	.51640
Distance learning and Instructional technology facilities and support to faculty	7	3.1429	.69007
GA support for faculty	7	3.1429	.89974
Writing Center	7	3.4286	.53452
faculty development through sabbaticals and educational leave	7	3.5714	.78680
reimbursement for attending conventions conferences workshops	7	3.5714	1.39728
availability of research opportunities	7	3.7143	.48795
support for research or literary publication	7	3.4286	.78680
Office of sponsored research and programs	7	3.4286	.53452
quality of student advisement	7	3.0000	.57735
efforts to attract diverse students	7	3.1429	.69007
clerical support for faculty	7	3.7143	.75593
content of general university policies	7	3.2857	.48795
procedures by which general university policies and priorities are made	7	3.1429	1.06904
procedures by which general university policies and priorities are communicated to faculty	7	3.1429	1.06904
degree to which administration follows written university policies	7	3.0000	1.00000

content of policies of your college	7	3.4286	.53452
procedures by which policies are made for your college	7	3.7143	.75593
the way discretionary monies are used to reward merit equity	7	3.1429	1.06904
content of departmental policies	7	3.5714	.53452
procedures by which department policies are made	7	3.8571	.69007
quality of criteria used to make merit decisions in your department	7	3.1429	.89974
quality of performance feedback provided by department head during scheduled performance reviews	7	3.5714	.78680
extent to which promotion and tenure criteria are defined and made known	7	3.4286	1.13389
procedures by which promotion and tenure decisions are made	7	3.7143	.75593
extent of feedback regarding reasons for promotion and tenure decisions	7	3.4286	.97590
abolition of cost of living increases in favor of replacement pay for performance and equity	7	2.5714	1.13389
level of shared governance	7	2.8571	.89974
teaching load	7	2.8571	1.06904
differential teaching loads across campus	7	3.5714	.53452
assignment of your classes-- extent they match your interests and background	7	4.4286	.78680

use and effect of per-course or unranked faculty in your department	7	3.7143	.75593
committee assignments and duties	7	3.5714	.78680
academic advisement load and duties	7	3.5714	.78680
current nine month salary	7	3.2857	1.11270
future salary prospects	7	3.0000	1.29099
salary differentials that exist across Missouri State University	7	3.4286	1.27242
procedures by which equity adjustment salary decisions are made	7	2.8571	1.06904
procedures by which performance and merit salary decisions are made	7	3.0000	1.15470
rate of pay for summer teaching	7	3.0000	.57735
allocation of summer teaching	7	3.5714	.78680
compensation for per-course faculty	7	2.8571	1.06904
compensation for overload courses	7	3.4286	.53452
life insurance program	7	3.5714	.97590
medical and health benefits	7	2.8571	1.34519
retirement program	6	3.1667	.98319
services and faculty use of Taylor health and wellness center	7	4.2857	.75593
recreational services and facilities for faculty	7	3.5714	1.13389
general quality of performance of board of governors	6	3.1667	1.16905
general quality of performance of university president	6	3.5000	1.37840

general quality of performance of provost	6	3.1667	.98319
general quality of performance of associate provost	6	3.0000	1.41421
general quality of performance of assistants to university president	6	2.5000	.83666
general quality of performance of your college dean	6	4.8333	.40825
general quality of performance of your college associate dean	6	4.6667	.51640
general quality of performance of your department head	6	4.6667	.51640
	4		

a. department = accountancy

Department = Agriculture

	N	Mean	Std. Deviation
direction the university is moving	8	2.7500	1.38873
quality of faculty	8	3.8750	.99103
congeniality of colleagues	8	3.8750	.99103
quality of preparation of students in your classes	8	3.2500	1.03510
quality of performance of students in your classes	8	3.2500	.70711
overall satisfaction with being a Missouri State faculty member	8	4.0000	1.06904
quality of performance of Equal Opportunity Officer	8	3.3750	1.30247
extent to which EO policies are observed in hiring of faculty & staff	8	4.1250	.83452

Extent to which EO policies are observed in the hiring of administrators	8	3.7500	1.16496
Classroom facilities	8	3.8750	1.24642
Personal office facilities	8	4.1250	.99103
computer support to faculty	8	4.2500	1.03510
computer support for students	8	4.2500	1.03510
Physical plant	8	3.1250	1.24642
custodial maintenance of facilities	8	3.5000	1.19523
personal and building security	8	4.1250	.64087
Library holdings of books journals	8	4.1250	.64087
Library facilities and support to faculty	8	3.8750	1.12599
Library facilities and support for students	8	3.7500	1.03510
ETC facilities and support to faculty	7	4.2857	.75593
ETC facilities and support to students	8	4.0000	.75593
Distance learning and Instructional technology facilities and support to faculty	7	4.1429	.69007
GA support for faculty	8	3.2500	.70711
Writing Center	7	4.1429	.89974
faculty development through sabbaticals and educational leave	8	3.2500	1.28174
reimbursement for attending conventions conferences workshops	8	3.6250	1.18773
availability of research opportunities	8	3.7500	.88641
support for research or literary publication	8	3.1250	.83452

Office of sponsored research and programs	8	3.6250	.51755
quality of student advisement efforts to attract diverse students	8	3.8750	.35355
clerical support for faculty	8	4.1250	.83452
content of general university policies	8	3.5000	1.30931
procedures by which general university policies and priorities are made	8	2.8750	1.35620
procedures by which general university policies and priorities are communicated to faculty	8	2.8750	1.24642
degree to which administration follows written university policies	8	3.5000	1.06904
content of policies of your college	8	2.8750	1.12599
procedures by which policies are made for your college	8	3.1250	.99103
the way discretionary monies are used to reward merit equity	7	3.0000	1.29099
content of departmental policies	8	2.2500	1.48805
procedures by which department policies are made	8	4.0000	1.30931
quality of criteria used to make merit decisions in your department	8	4.0000	1.30931
quality of performance feedback provided by department head during scheduled performance reviews	8	3.1250	1.80772
extent to which promotion and tenure criteria are defined and made known	8	3.8750	1.45774
procedures by which promotion and tenure decisions are made	8	3.6250	1.30247
	8	3.1250	1.35620

extent of feedback regarding reasons for promotion and tenure decisions	8	3.7500	1.28174
abolition of cost of living increases in favor of replacement pay for performance and equity	8	2.3750	1.50594
level of shared governance	8	2.8750	1.24642
teaching load	8	3.5000	.92582
differential teaching loads across campus	8	2.8750	1.24642
assignment of your classes-- extent they match your interests and background	8	4.7500	.46291
use and effect of per-course or unranked faculty in your department	8	3.5000	1.06904
committee assignments and duties	8	3.7500	.88641
academic advisement load and duties	8	3.6250	.74402
current nine month salary	8	3.1250	1.45774
future salary prospects	8	2.7500	1.16496
salary differentials that exist across Missouri State University	8	2.1250	1.12599
procedures by which equity adjustment salary decisions are made	8	2.0000	.92582
procedures by which performance and merit salary decisions are made	8	1.8750	.99103
rate of pay for summer teaching	8	3.2500	1.28174
allocation of summer teaching	8	2.8750	1.12599
compensation for per-course faculty	8	2.2500	.88641
compensation for overload courses	8	2.3750	1.06066

life insurance program	8	3.1250	1.45774
medical and health benefits	8	3.2500	1.03510
retirement program	8	3.1250	1.24642
services and faculty use of Taylor health and wellness center	8	3.6250	1.06066
recreational services and facilities for faculty	8	3.0000	.53452
general quality of performance of board of governors	8	3.1250	1.24642
general quality of performance of university president	8	3.0000	1.19523
general quality of performance of provost	8	3.0000	.92582
general quality of performance of associate provost	8	3.0000	.53452
general quality of performance of assistants to university president	8	3.0000	.75593
general quality of performance of your college dean	8	3.3750	.91613
general quality of performance of your college associate dean	8	2.6250	.51755
general quality of performance of your department head	8	3.7500	1.58114
	5		

a. department = agriculture

Department = All Library Departments

	N	Mean	Std. Deviation
direction the university is moving	17	3.5882	.79521
quality of faculty	17	4.0588	.74755
congeniality of colleagues	16	4.0000	.73030

quality of preparation of students in your classes	15	3.5333	.74322
quality of performance of students in your classes	16	3.8125	.40311
overall satisfaction with being a Missouri State faculty member	17	3.8235	.80896
quality of performance of Equal Opportunity Officer	14	3.8571	.86444
extent to which EO policies are observed in hiring of faculty & staff	15	3.9333	1.09978
Extent to which EO policies are observed in the hiring of administrators	14	3.7857	1.05090
Classroom facilities	16	4.0000	.89443
Personal office facilities	17	4.0000	1.36931
computer support to faculty	16	3.5000	1.21106
computer support for students	15	3.3333	1.17514
Physical plant	17	3.5882	1.06412
custodial maintenance of facilities	17	3.5294	.94324
personal and building security	17	4.0000	.50000
Library holdings of books journals	16	3.3750	1.31022
Library facilities and support to faculty	15	3.4667	1.50555
Library facilities and support for students	16	3.3750	1.45488
ETC facilities and support to faculty	16	3.3125	1.30224
ETC facilities and support to students	13	2.7692	1.09193
Distance learning and Instructional technology facilities and support to faculty	13	3.3846	.76795
GA support for faculty	12	2.7500	1.05529

Writing Center	12	3.5000	.90453
faculty development through sabbaticals and educational leave	12	3.6667	.98473
reimbursement for attending conventions conferences workshops	17	3.4118	1.17574
availability of research opportunities	15	3.4667	.63994
support for research or literary publication	15	2.7333	1.09978
Office of sponsored research and programs	12	3.5833	.90034
quality of student advisement	13	3.6154	.50637
efforts to attract diverse students	14	3.5000	1.09193
clerical support for faculty	16	2.9375	1.18145
content of general university policies	17	3.6471	.60634
procedures by which general university policies and priorities are made	17	3.0588	.96635
procedures by which general university policies and priorities are communicated to faculty	17	3.1176	.99262
degree to which administration follows written university policies	17	3.2353	.97014
content of policies of your college	17	3.0588	1.02899
procedures by which policies are made for your college	17	2.7647	1.30045
the way discretionary monies are used to reward merit equity	15	2.5333	1.40746
content of departmental policies	17	3.1176	.99262
procedures by which department policies are made	17	3.0588	1.19742

quality of criteria used to make merit decisions in your department	15	3.2000	1.20712
quality of performance feedback provided by department head during scheduled performance reviews	17	3.1176	1.16632
extent to which promotion and tenure criteria are defined and made known	17	3.4706	1.12459
procedures by which promotion and tenure decisions are made	16	3.3750	1.20416
extent of feedback regarding reasons for promotion and tenure decisions	14	3.2143	1.25137
abolition of cost of living increases in favor of replacement pay for performance and equity	15	2.0667	1.22280
level of shared governance	16	2.5000	1.03280
teaching load	16	3.1250	1.08781
differential teaching loads across campus	14	2.4286	.75593
assignment of your classes-- extent they match your interests and background	16	3.3125	1.25000
use and effect of per-course or unranked faculty in your department	14	2.9286	.73005
committee assignments and duties	17	3.4706	.79982
academic advisement load and duties	13	3.0769	.49355
current nine month salary	15	3.1333	1.12546
future salary prospects	17	2.8824	1.21873
salary differentials that exist across Missouri State University	16	2.1875	.98107

procedures by which equity adjustment salary decisions are made	16	2.7500	1.18322
procedures by which performance and merit salary decisions are made	16	2.5000	1.15470
rate of pay for summer teaching	17	2.8824	.92752
allocation of summer teaching	16	3.3750	.80623
compensation for per-course faculty	13	2.9231	.49355
compensation for overload courses	13	2.8462	.89872
life insurance program	17	3.6471	.60634
medical and health benefits	17	3.0000	1.11803
retirement program	16	3.3750	.88506
services and faculty use of Taylor health and wellness center	17	4.4118	.50730
recreational services and facilities for faculty	15	3.3333	1.17514
general quality of performance of board of governors	16	3.1875	.83417
general quality of performance of university president	17	3.5882	1.22774
general quality of performance of provost	17	3.2353	1.25147
general quality of performance of associate provost	16	3.5625	.89209
general quality of performance of assistants to university president	16	3.3125	.60208
general quality of performance of your college dean	17	2.9412	1.24853
general quality of performance of your college associate dean	17	3.2941	1.35852

general quality of performance of your department head	17	3.5882	1.17574
	7		

a. department = all library departments

Department = Art & Design

	N	Mean	Std. Deviation
direction the university is moving	18	3.4444	1.14903
quality of faculty	18	3.6111	.77754
congeniality of colleagues	18	3.5556	1.04162
quality of preparation of students in your classes	18	3.2222	.80845
quality of performance of students in your classes	18	3.8889	.32338
overall satisfaction with being a Missouri State faculty member	18	3.5000	.98518
quality of performance of Equal Opportunity Officer	17	3.1765	.72761
extent to which EO policies are observed in hiring of faculty & staff	17	3.1176	.85749
Extent to which EO policies are observed in the hiring of administrators	17	3.1176	.85749
Classroom facilities	18	2.1667	1.09813
Personal office facilities	18	2.3333	1.45521
computer support to faculty	18	3.6667	.97014
computer support for students	16	3.3125	.79320
Physical plant	18	2.3333	1.02899
custodial maintenance of facilities	18	2.8889	1.32349
personal and building security	18	3.3333	.84017

Library holdings of books journals	18	2.6667	.90749
Library facilities and support to faculty	18	3.3333	1.02899
Library facilities and support for students	18	3.3333	.90749
ETC facilities and support to faculty	18	3.2778	1.01782
ETC facilities and support to students	17	3.0588	.65865
Distance learning and Instructional technology facilities and support to faculty	16	2.8750	.61914
GA support for faculty	15	2.3333	.97590
Writing Center	16	3.0000	.81650
faculty development through sabbaticals and educational leave	17	2.8824	.99262
reimbursement for attending conventions conferences workshops	17	2.4706	1.32842
availability of research opportunities	17	2.4706	.94324
support for research or literary publication	16	2.1250	1.02470
Office of sponsored research and programs	18	2.8333	.78591
quality of student advisement	17	3.3529	.78591
efforts to attract diverse students	16	2.9375	.77190
clerical support for faculty	18	3.5556	1.09664
content of general university policies	18	3.0000	1.02899
procedures by which general university policies and priorities are made	18	2.9444	.99836

procedures by which general university policies and priorities are communicated to faculty	18	3.0000	1.02899
degree to which administration follows written university policies	18	3.0556	.93760
content of policies of your college	18	3.1111	.96338
procedures by which policies are made for your college	18	3.1111	.90025
the way discretionary monies are used to reward merit equity	18	2.3333	1.13759
content of departmental policies	18	3.0000	1.08465
procedures by which department policies are made	18	3.1111	1.07861
quality of criteria used to make merit decisions in your department	18	2.7222	1.22741
quality of performance feedback provided by department head during scheduled performance reviews	17	2.7647	1.09141
extent to which promotion and tenure criteria are defined and made known	18	3.1667	1.09813
procedures by which promotion and tenure decisions are made	17	3.0588	.96635
extent of feedback regarding reasons for promotion and tenure decisions	17	3.0588	.89935
abolition of cost of living increases in favor of replacement pay for performance and equity	16	2.0625	1.12361
level of shared governance	17	2.7059	1.31171
teaching load	18	2.6667	1.41421

differential teaching loads across campus	18	1.8333	.78591
assignment of your classes-- extent they match your interests and background	18	4.0556	.72536
use and effect of per-course or unranked faculty in your department	18	2.2222	1.11437
committee assignments and duties	17	2.5882	1.00367
academic advisement load and duties	17	2.4706	1.06757
current nine month salary	18	2.6111	1.24328
future salary prospects	18	2.3333	.97014
salary differentials that exist across Missouri State University	17	1.4706	.79982
procedures by which equity adjustment salary decisions are made	17	2.0588	1.02899
procedures by which performance and merit salary decisions are made	17	2.3529	1.22174
rate of pay for summer teaching	17	2.0588	.89935
allocation of summer teaching	16	2.5625	1.03078
compensation for per-course faculty	17	2.1765	1.01460
compensation for overload courses	17	2.3529	.93148
life insurance program	18	3.1667	.78591
medical and health benefits	18	2.3889	1.14475
retirement program	17	3.0000	.86603
services and faculty use of Taylor health and wellness center	17	3.3529	1.16946
recreational services and facilities for faculty	18	3.0000	.84017

general quality of performance of board of governors	17	3.0588	.74755
general quality of performance of university president	17	3.5294	1.28051
general quality of performance of provost	18	3.5000	1.15045
general quality of performance of associate provost	17	3.2353	1.14725
general quality of performance of assistants to university president	17	3.1765	.88284
general quality of performance of your college dean	18	3.0000	1.32842
general quality of performance of your college associate dean	17	3.1176	1.11144
general quality of performance of your department head	18	3.3889	1.57700
	15		

a. department = art & design

Department = Biology

	N	Mean	Std. Deviation
direction the university is moving	12	3.3333	1.15470
quality of faculty	12	4.1667	.38925
congeniality of colleagues	12	4.5000	.52223
quality of preparation of students in your classes	12	2.7500	1.05529
quality of performance of students in your classes	12	3.0000	.85280
overall satisfaction with being a Missouri State faculty member	12	3.8333	.83485
quality of performance of Equal Opportunity Officer	10	3.5000	1.35401

extent to which EO policies are observed in hiring of faculty & staff	10	3.4000	1.34990
Extent to which EO policies are observed in the hiring of administrators	10	3.5000	1.43372
Classroom facilities	12	2.3333	1.07309
Personal office facilities	12	2.4167	1.16450
computer support to faculty	12	4.4167	.66856
computer support for students	10	4.1000	.73786
Physical plant	12	2.3333	.98473
custodial maintenance of facilities	12	2.5833	1.16450
personal and building security	12	3.7500	.45227
Library holdings of books journals	12	3.2500	1.13818
Library facilities and support to faculty	11	3.8182	1.07872
Library facilities and support for students	10	4.1000	.56765
ETC facilities and support to faculty	10	4.4000	.51640
ETC facilities and support to students	7	4.0000	.81650
Distance learning and Instructional technology facilities and support to faculty	10	3.3000	1.05935
GA support for faculty	12	3.5833	.79296
Writing Center	8	3.6250	1.18773
faculty development through sabbaticals and educational leave	11	3.6364	1.02691
reimbursement for attending conventions conferences workshops	12	2.5000	1.08711

availability of research opportunities	12	3.6667	1.23091
support for research or literary publication	12	2.7500	1.13818
Office of sponsored research and programs	12	3.3333	1.30268
quality of student advisement	12	3.9167	1.08362
efforts to attract diverse students	10	3.8000	.63246
clerical support for faculty	11	3.0000	1.78885
content of general university policies	11	3.1818	1.16775
procedures by which general university policies and priorities are made	12	2.7500	1.28806
procedures by which general university policies and priorities are communicated to faculty	12	3.0000	1.34840
degree to which administration follows written university policies	11	3.1818	1.25045
content of policies of your college	12	3.1667	1.19342
procedures by which policies are made for your college	12	3.1667	1.19342
the way discretionary monies are used to reward merit equity	12	2.6667	1.30268
content of departmental policies	12	3.5000	1.08711
procedures by which department policies are made	12	3.5000	1.24316
quality of criteria used to make merit decisions in your department	12	3.5000	1.38170
quality of performance feedback provided by department head during scheduled performance reviews	12	3.6667	1.30268

extent to which promotion and tenure criteria are defined and made known	12	4.2500	.96531
procedures by which promotion and tenure decisions are made	12	3.9167	1.31137
extent of feedback regarding reasons for promotion and tenure decisions	11	4.0000	1.00000
abolition of cost of living increases in favor of replacement pay for performance and equity	12	3.0000	1.41421
level of shared governance	12	3.0833	1.16450
teaching load	12	3.0833	1.08362
differential teaching loads across campus	11	2.4545	1.36848
assignment of your classes-- extent they match your interests and background	12	4.5000	.67420
use and effect of per-course or unranked faculty in your department	12	3.3333	1.15470
committee assignments and duties	12	3.4167	1.24011
academic advisement load and duties	12	2.9167	1.31137
current nine month salary	12	2.5000	1.24316
future salary prospects	12	2.3333	1.30268
salary differentials that exist across Missouri State University	12	1.7500	.86603
procedures by which equity adjustment salary decisions are made	12	3.0000	1.27920
procedures by which performance and merit salary decisions are made	12	3.2500	1.35680
rate of pay for summer teaching	11	2.4545	1.29334

allocation of summer teaching	11	3.0000	.89443
compensation for per-course faculty	11	2.3636	1.12006
compensation for overload courses	10	2.3000	.94868
life insurance program	11	3.3636	1.36182
medical and health benefits	11	2.6364	1.36182
retirement program	11	3.4545	1.12815
services and faculty use of Taylor health and wellness center	12	4.3333	.77850
recreational services and facilities for faculty	12	3.5000	1.08711
general quality of performance of board of governors	10	3.4000	1.07497
general quality of performance of university president	12	3.5000	1.38170
general quality of performance of provost	12	2.3333	1.23091
general quality of performance of associate provost	11	3.3636	1.12006
general quality of performance of assistants to university president	10	3.4000	1.07497
general quality of performance of your college dean	12	3.2500	1.28806
general quality of performance of your college associate dean	12	3.5833	.99620
general quality of performance of your department head	11	3.0909	1.44600
	5		

a. department = biology

Department = Biomedical Sciences

	N	Mean	Std. Deviation
direction the university is moving	11	3.9091	.30151
quality of faculty	11	4.1818	.40452
congeniality of colleagues	11	4.2727	1.00905
quality of preparation of students in your classes	11	2.5455	1.03573
quality of performance of students in your classes	11	3.0000	1.00000
overall satisfaction with being a Missouri State faculty member	11	4.1818	.60302
quality of performance of Equal Opportunity Officer	11	3.5455	.82020
extent to which EO policies are observed in hiring of faculty & staff	11	3.9091	.70065
Extent to which EO policies are observed in the hiring of administrators	11	3.3636	1.02691
Classroom facilities	11	3.3636	.92442
Personal office facilities	11	3.9091	.30151
computer support to faculty	11	4.0909	.53936
computer support for students	10	3.7000	.67495
Physical plant	11	3.0909	1.22103
custodial maintenance of facilities	11	3.8182	.40452
personal and building security	11	3.6364	1.02691
Library holdings of books journals	11	3.4545	1.12815
Library facilities and support to faculty	11	3.7273	.78625
Library facilities and support for students	10	3.7000	.67495

ETC facilities and support to faculty	11	3.4545	.93420
ETC facilities and support to students	11	3.1818	.75076
Distance learning and Instructional technology facilities and support to faculty	9	3.0000	.86603
GA support for faculty	11	2.8182	1.16775
Writing Center	10	3.6000	.69921
faculty development through sabbaticals and educational leave	10	2.9000	.87560
reimbursement for attending conventions conferences workshops	10	2.5000	1.08012
availability of research opportunities	11	3.1818	1.07872
support for research or literary publication	11	2.6364	.92442
Office of sponsored research and programs	10	3.1000	.56765
quality of student advisement	11	3.5455	.82020
efforts to attract diverse students	11	3.4545	.52223
clerical support for faculty	11	3.0909	1.04447
content of general university policies	11	3.6364	.67420
procedures by which general university policies and priorities are made	11	3.1818	.75076
procedures by which general university policies and priorities are communicated to faculty	11	2.9091	.83121
degree to which administration follows written university policies	11	3.1818	.98165
content of policies of your college	11	3.6364	.50452

procedures by which policies are made for your college	11	3.7273	.46710
the way discretionary monies are used to reward merit equity	10	3.1000	.87560
content of departmental policies	11	4.0000	.63246
procedures by which department policies are made	11	4.0909	.70065
quality of criteria used to make merit decisions in your department	10	4.0000	.66667
quality of performance feedback provided by department head during scheduled performance reviews	10	3.8000	.78881
extent to which promotion and tenure criteria are defined and made known	11	3.8182	.75076
procedures by which promotion and tenure decisions are made	11	3.6364	.67420
extent of feedback regarding reasons for promotion and tenure decisions	10	3.6000	.69921
abolition of cost of living increases in favor of replacement pay for performance and equity	10	2.5000	1.26930
level of shared governance	10	2.9000	.99443
teaching load	10	3.1000	1.19722
differential teaching loads across campus	11	2.4545	1.21356
assignment of your classes-- extent they match your interests and background	11	4.1818	.75076
use and effect of per-course or unranked faculty in your department	11	3.5455	1.12815

committee assignments and duties	11	3.5455	.52223
academic advisement load and duties	11	2.7273	1.19087
current nine month salary	11	3.0000	1.09545
future salary prospects	11	2.6364	1.28629
salary differentials that exist across Missouri State University	11	2.0909	.94388
procedures by which equity adjustment salary decisions are made	11	2.7273	1.10371
procedures by which performance and merit salary decisions are made	11	2.9091	1.04447
rate of pay for summer teaching	10	2.4000	1.17379
allocation of summer teaching	10	3.3000	1.15950
compensation for per-course faculty	11	2.6364	1.02691
compensation for overload courses	10	2.8000	1.22927
life insurance program	10	3.3000	.82327
medical and health benefits	10	2.4000	1.07497
retirement program	10	2.7000	.67495
services and faculty use of Taylor health and wellness center	11	3.6364	.80904
recreational services and facilities for faculty	11	2.6364	.92442
general quality of performance of board of governors	11	3.2727	.78625
general quality of performance of university president	11	3.7273	.46710
general quality of performance of provost	11	3.0000	1.00000
general quality of performance of associate provost	11	3.2727	.64667

general quality of performance of assistants to university president	11	3.2727	.46710
general quality of performance of your college dean	11	4.2727	.46710
general quality of performance of your college associate dean	9	3.4444	.52705
general quality of performance of your department head	11	4.4545	.52223
	7		

a. department = biomedical sciences

Department = Chemistry

	N	Mean	Std. Deviation
direction the university is moving	13	3.3077	.94733
quality of faculty	13	4.0000	.40825
congeniality of colleagues	13	4.3077	.63043
quality of preparation of students in your classes	13	2.6154	.76795
quality of performance of students in your classes	13	3.0000	.70711
overall satisfaction with being a Missouri State faculty member	13	3.8462	.80064
quality of performance of Equal Opportunity Officer	12	3.3333	.49237
extent to which EO policies are observed in hiring of faculty & staff	12	3.6667	.49237
Extent to which EO policies are observed in the hiring of administrators	12	3.5833	.51493
Classroom facilities	13	2.7692	.92681
Personal office facilities	13	2.0000	.91287

computer support to faculty	13	3.7692	.59914
computer support for students	12	3.5833	.51493
Physical plant	12	2.5833	.99620
custodial maintenance of facilities	13	3.1538	.89872
personal and building security	12	3.3333	.77850
Library holdings of books journals	12	2.8333	1.02986
Library facilities and support to faculty	13	3.2308	.72501
Library facilities and support for students	12	3.0833	.66856
ETC facilities and support to faculty	13	3.4615	.66023
ETC facilities and support to students	12	3.2500	.45227
Distance learning and Instructional technology facilities and support to faculty	10	3.2000	.42164
GA support for faculty	12	2.5000	.90453
Writing Center	10	3.2000	.42164
faculty development through sabbaticals and educational leave	12	3.3333	.77850
reimbursement for attending conventions conferences workshops	13	3.2308	1.01274
availability of research opportunities	13	3.3846	1.04391
support for research or literary publication	13	2.5385	.96742
Office of sponsored research and programs	13	2.6154	.96077
quality of student advisement	13	3.3077	.94733
efforts to attract diverse students	13	3.1538	.89872
clerical support for faculty	12	3.9167	.79296

content of general university policies	13	3.2308	.59914
procedures by which general university policies and priorities are made	13	2.7692	1.01274
procedures by which general university policies and priorities are communicated to faculty	13	2.6923	1.10940
degree to which administration follows written university policies	13	3.0769	.75955
content of policies of your college	13	3.3846	.86972
procedures by which policies are made for your college	13	3.0000	1.15470
the way discretionary monies are used to reward merit equity	13	3.4615	.51887
content of departmental policies	13	4.1538	.55470
procedures by which department policies are made	13	4.1538	.55470
quality of criteria used to make merit decisions in your department	13	4.0769	.49355
quality of performance feedback provided by department head during scheduled performance reviews	13	3.8462	.55470
extent to which promotion and tenure criteria are defined and made known	13	4.0000	.70711
procedures by which promotion and tenure decisions are made	13	3.7692	.72501
extent of feedback regarding reasons for promotion and tenure decisions	11	3.6364	1.02691

abolition of cost of living increases in favor of replacement pay for performance and equity	13	3.5385	.77625
level of shared governance	12	3.0000	.95346
teaching load	13	3.0769	.95407
differential teaching loads across campus	12	3.0000	.60302
assignment of your classes-- extent they match your interests and background	13	4.0769	.64051
use and effect of per-course or unranked faculty in your department	13	3.6154	.65044
committee assignments and duties	13	3.5385	.77625
academic advisement load and duties	12	3.6667	.77850
current nine month salary	13	2.8462	.98710
future salary prospects	13	2.4615	.66023
salary differentials that exist across Missouri State University	13	2.3846	1.12090
procedures by which equity adjustment salary decisions are made	13	3.1538	.80064
procedures by which performance and merit salary decisions are made	13	3.4615	.77625
rate of pay for summer teaching	13	2.6154	.96077
allocation of summer teaching	11	3.3636	.67420
compensation for per-course faculty	12	2.6667	.65134
compensation for overload courses	11	2.8182	.60302
life insurance program	13	3.3077	.85485
medical and health benefits	13	2.6154	1.19293

retirement program	13	3.2308	.83205
services and faculty use of Taylor health and wellness center	12	3.8333	.71774
recreational services and facilities for faculty	12	2.9167	.90034
general quality of performance of board of governors	11	2.9091	.53936
general quality of performance of university president	12	3.5000	1.16775
general quality of performance of provost	12	2.9167	1.16450
general quality of performance of associate provost	11	3.4545	.52223
general quality of performance of assistants to university president	11	3.1818	.60302
general quality of performance of your college dean	12	3.4167	1.16450
general quality of performance of your college associate dean	11	3.1818	1.32802
general quality of performance of your department head	12	4.2500	.62158
	7		

a. department = chemistry

Department = Childhood Education & Family Studies

	N	Mean	Std. Deviation
direction the university is moving	11	3.4545	.68755
quality of faculty	12	3.8333	.57735
congeniality of colleagues	12	3.9167	.79296
quality of preparation of students in your classes	12	3.1667	.83485
quality of performance of students in your classes	12	3.8333	.71774
overall satisfaction with being a Missouri State faculty member	12	3.6667	.77850
quality of performance of Equal Opportunity Officer	12	3.1667	.38925
extent to which EO policies are observed in hiring of faculty & staff	11	3.3636	.50452
Extent to which EO policies are observed in the hiring of administrators	11	3.0000	.63246
Classroom facilities	12	3.0000	1.04447
Personal office facilities	12	3.0000	1.04447
computer support to faculty	12	3.6667	.77850
computer support for students	11	3.7273	.64667
Physical plant	12	2.3333	1.07309
custodial maintenance of facilities	12	2.8333	.93744
personal and building security	12	3.5000	.52223
Library holdings of books journals	12	3.8333	.57735
Library facilities and support to faculty	12	4.0000	.00000
Library facilities and support for students	12	3.9167	.28868

ETC facilities and support to faculty	12	3.5833	.51493
ETC facilities and support to students	10	3.4000	.51640
Distance learning and Instructional technology facilities and support to faculty	8	2.8750	.99103
GA support for faculty	12	3.5833	1.16450
Writing Center	8	3.2500	.88641
faculty development through sabbaticals and educational leave	10	3.0000	.66667
reimbursement for attending conventions conferences workshops	11	2.2727	1.42063
availability of research opportunities	11	3.6364	.67420
support for research or literary publication	11	2.4545	1.21356
Office of sponsored research and programs	10	3.4000	.69921
quality of student advisement	12	3.2500	.75378
efforts to attract diverse students	11	3.0000	1.00000
clerical support for faculty	12	3.2500	1.05529
content of general university policies	11	3.1818	.75076
procedures by which general university policies and priorities are made	10	2.7000	.82327
procedures by which general university policies and priorities are communicated to faculty	11	2.5455	.93420
degree to which administration follows written university policies	9	2.6667	.70711
content of policies of your college	11	3.2727	.90453

procedures by which policies are made for your college	10	3.2000	.91894
the way discretionary monies are used to reward merit equity	10	2.2000	.91894
content of departmental policies	10	3.2000	.91894
procedures by which department policies are made	12	3.0000	1.04447
quality of criteria used to make merit decisions in your department	11	2.9091	.83121
quality of performance feedback provided by department head during scheduled performance reviews	10	2.9000	.73786
extent to which promotion and tenure criteria are defined and made known	11	3.2727	.90453
procedures by which promotion and tenure decisions are made	11	2.8182	.98165
extent of feedback regarding reasons for promotion and tenure decisions	10	3.0000	.94281
abolition of cost of living increases in favor of replacement pay for performance and equity	11	2.4545	1.21356
level of shared governance	11	2.6364	.80904
teaching load	12	3.0000	.95346
differential teaching loads across campus	11	2.0909	1.22103
assignment of your classes-- extent they match your interests and background	12	3.6667	.88763
use and effect of per-course or unranked faculty in your department	11	2.6364	1.12006

committee assignments and duties	11	3.4545	.68755
academic advisement load and duties	11	3.0909	.70065
current nine month salary	12	2.9167	1.08362
future salary prospects	11	2.3636	.92442
salary differentials that exist across Missouri State University	10	1.9000	1.10050
procedures by which equity adjustment salary decisions are made	10	2.4000	1.07497
procedures by which performance and merit salary decisions are made	11	2.2727	1.00905
rate of pay for summer teaching	10	3.1000	.99443
allocation of summer teaching	11	3.2727	.90453
compensation for per-course faculty	9	3.0000	.50000
compensation for overload courses	8	2.7500	1.03510
life insurance program	12	3.5833	.51493
medical and health benefits	12	2.9167	1.37895
retirement program	10	3.6000	.69921
services and faculty use of Taylor health and wellness center	11	3.4545	.68755
recreational services and facilities for faculty	10	2.9000	1.10050
general quality of performance of board of governors	9	3.1111	.33333
general quality of performance of university president	11	3.5455	.52223
general quality of performance of provost	11	3.0000	.89443
general quality of performance of associate provost	11	3.4545	.93420

general quality of performance of assistants to university president	8	3.2500	.46291
general quality of performance of your college dean	12	4.0000	.85280
general quality of performance of your college associate dean	11	3.2727	1.10371
general quality of performance of your department head	12	3.4167	1.16450
	6		

a. department = childhood education & family studies

Department = Communication

	N	Mean	Std. Deviation
direction the university is moving	11	3.2727	1.27208
quality of faculty	11	4.2727	.46710
congeniality of colleagues	11	4.2727	1.00905
quality of preparation of students in your classes	11	2.9091	1.04447
quality of performance of students in your classes	11	3.4545	.82020
overall satisfaction with being a Missouri State faculty member	11	3.9091	.70065
quality of performance of Equal Opportunity Officer	11	3.5455	1.12815
extent to which EO policies are observed in hiring of faculty & staff	11	3.6364	1.12006
Extent to which EO policies are observed in the hiring of administrators	11	3.1818	1.25045
Classroom facilities	11	2.6364	1.12006
Personal office facilities	11	3.1818	1.16775

computer support to faculty	11	3.7273	1.19087
computer support for students	11	3.9091	.70065
Physical plant	11	2.7273	1.34840
custodial maintenance of facilities	11	3.8182	.75076
personal and building security	11	3.8182	.87386
Library holdings of books journals	11	3.1818	1.40130
Library facilities and support to faculty	11	4.3636	.92442
Library facilities and support for students	11	4.0000	1.00000
ETC facilities and support to faculty	11	3.6364	.92442
ETC facilities and support to students	11	3.5455	.93420
Distance learning and Instructional technology facilities and support to faculty	11	2.6364	1.20605
GA support for faculty	11	2.8182	1.07872
Writing Center	11	3.6364	.80904
faculty development through sabbaticals and educational leave	11	3.1818	.98165
reimbursement for attending conventions conferences workshops	11	3.7273	1.34840
availability of research opportunities	11	3.8182	.87386
support for research or literary publication	11	3.4545	1.21356
Office of sponsored research and programs	10	3.4000	.84327
quality of student advisement	11	3.7273	1.00905
efforts to attract diverse students	11	3.3636	1.12006
clerical support for faculty	11	2.9091	1.44600

content of general university policies	11	3.3636	.92442
procedures by which general university policies and priorities are made	11	2.9091	1.22103
procedures by which general university policies and priorities are communicated to faculty	10	2.4000	1.26491
degree to which administration follows written university policies	11	2.7273	1.19087
content of policies of your college	11	3.2727	1.00905
procedures by which policies are made for your college	11	2.9091	1.13618
the way discretionary monies are used to reward merit equity	11	2.6364	1.12006
content of departmental policies	11	3.5455	.93420
procedures by which department policies are made	11	3.6364	.92442
quality of criteria used to make merit decisions in your department	11	3.0000	1.18322
quality of performance feedback provided by department head during scheduled performance reviews	10	3.7000	1.05935
extent to which promotion and tenure criteria are defined and made known	11	3.0909	1.37510
procedures by which promotion and tenure decisions are made	11	3.0909	1.04447
extent of feedback regarding reasons for promotion and tenure decisions	10	3.2000	.91894

abolition of cost of living increases in favor of replacement pay for performance and equity	11	2.2727	1.42063
level of shared governance	11	2.7273	1.19087
teaching load	10	3.3000	1.05935
differential teaching loads across campus	11	2.6364	1.20605
assignment of your classes-- extent they match your interests and background	11	3.8182	1.07872
use and effect of per-course or unranked faculty in your department	11	3.7273	1.27208
committee assignments and duties	11	3.1818	1.25045
academic advisement load and duties	11	3.1818	1.16775
current nine month salary	11	3.1818	1.25045
future salary prospects	11	2.5455	1.12815
salary differentials that exist across Missouri State University	11	1.8182	1.16775
procedures by which equity adjustment salary decisions are made	10	2.7000	1.05935
procedures by which performance and merit salary decisions are made	11	2.0000	1.00000
rate of pay for summer teaching	11	2.8182	1.16775
allocation of summer teaching	11	3.3636	1.12006
compensation for per-course faculty	11	2.5455	1.21356
compensation for overload courses	10	2.8000	1.22927
life insurance program	11	3.5455	1.03573
medical and health benefits	11	2.8182	1.47093

retirement program	11	3.2727	1.27208
services and faculty use of Taylor health and wellness center	11	3.5455	1.57249
recreational services and facilities for faculty	11	3.1818	.87386
general quality of performance of board of governors	11	3.0000	1.09545
general quality of performance of university president	11	3.3636	1.20605
general quality of performance of provost	11	2.0000	1.41421
general quality of performance of associate provost	11	2.9091	.70065
general quality of performance of assistants to university president	11	3.2727	.64667
general quality of performance of your college dean	11	3.8182	1.25045
general quality of performance of your college associate dean	10	3.5000	.70711
general quality of performance of your department head	11	4.1818	.98165
	7		

a. department = communication

Department = Communication Science & Disorders

	N	Mean	Std. Deviation
direction the university is moving	10	2.9000	.87560
quality of faculty	11	3.6364	.67420
congeniality of colleagues	11	4.1818	.60302
quality of preparation of students in your classes	10	3.7000	.67495

quality of performance of students in your classes	10	3.9000	.73786
overall satisfaction with being a Missouri State faculty member	10	3.9000	.56765
quality of performance of Equal Opportunity Officer	9	3.0000	1.00000
extent to which EO policies are observed in hiring of faculty & staff	7	3.4286	.97590
Extent to which EO policies are observed in the hiring of administrators	6	3.0000	1.09545
Classroom facilities	11	3.8182	.60302
Personal office facilities	11	4.1818	.98165
computer support to faculty	11	4.4545	.68755
computer support for students	8	4.0000	.75593
Physical plant	11	4.0000	.44721
custodial maintenance of facilities	11	3.4545	1.03573
personal and building security	11	3.9091	.83121
Library holdings of books journals	9	4.1111	.60093
Library facilities and support to faculty	9	4.2222	.44096
Library facilities and support for students	10	4.2000	.42164
ETC facilities and support to faculty	11	4.1818	.60302
ETC facilities and support to students	7	4.0000	.81650
Distance learning and Instructional technology facilities and support to faculty	7	3.4286	1.27242
GA support for faculty	11	3.6364	1.12006
Writing Center	9	3.8889	.78174

faculty development through sabbaticals and educational leave	9	3.6667	.70711
reimbursement for attending conventions conferences workshops	11	3.1818	1.07872
availability of research opportunities	10	3.4000	.69921
support for research or literary publication	10	2.9000	.87560
Office of sponsored research and programs	9	3.5556	.72648
quality of student advisement	10	3.8000	.42164
efforts to attract diverse students	11	4.0909	.53936
clerical support for faculty	11	4.0909	.70065
content of general university policies	11	3.4545	.52223
procedures by which general university policies and priorities are made	10	2.6000	.96609
procedures by which general university policies and priorities are communicated to faculty	10	3.1000	.99443
degree to which administration follows written university policies	11	2.9091	1.13618
content of policies of your college	9	3.4444	.52705
procedures by which policies are made for your college	9	3.2222	.66667
the way discretionary monies are used to reward merit equity	10	2.9000	1.10050
content of departmental policies	10	3.5000	1.08012
procedures by which department policies are made	10	3.5000	1.08012

quality of criteria used to make merit decisions in your department	10	3.5000	1.08012
quality of performance feedback provided by department head during scheduled performance reviews	11	3.2727	1.19087
extent to which promotion and tenure criteria are defined and made known	11	3.5455	1.50756
procedures by which promotion and tenure decisions are made	10	3.9000	1.19722
extent of feedback regarding reasons for promotion and tenure decisions	10	3.9000	1.19722
abolition of cost of living increases in favor of replacement pay for performance and equity	10	2.4000	1.17379
level of shared governance	9	2.8889	.92796
teaching load	11	3.5455	1.03573
differential teaching loads across campus	9	3.3333	.50000
assignment of your classes-- extent they match your interests and background	11	4.2727	.78625
use and effect of per-course or unranked faculty in your department	11	3.6364	1.12006
committee assignments and duties	11	3.8182	.87386
academic advisement load and duties	10	3.8000	.63246
current nine month salary	10	3.4000	1.07497
future salary prospects	10	2.9000	1.10050
salary differentials that exist across Missouri State University	10	2.6000	.51640

procedures by which equity adjustment salary decisions are made	11	3.1818	1.16775
procedures by which performance and merit salary decisions are made	11	3.0000	1.34164
rate of pay for summer teaching	9	3.2222	.83333
allocation of summer teaching	9	3.4444	.72648
compensation for per-course faculty	9	2.8889	.78174
compensation for overload courses	9	3.1111	1.05409
life insurance program	11	4.0909	.70065
medical and health benefits	11	3.6364	1.20605
retirement program	11	3.9091	.70065
services and faculty use of Taylor health and wellness center	11	4.2727	.64667
recreational services and facilities for faculty	9	4.0000	.70711
general quality of performance of board of governors	9	3.1111	.78174
general quality of performance of university president	10	3.0000	1.05409
general quality of performance of provost	10	2.7000	.94868
general quality of performance of associate provost	9	3.4444	.72648
general quality of performance of assistants to university president	8	3.5000	.53452
general quality of performance of your college dean	9	3.8889	1.05409
general quality of performance of your college associate dean	8	3.7500	.88641

general quality of performance of your department head	11	3.3636	1.28629
	3		

a. department = communication science & disorders

Department = Computer Information Systems

	N	Mean	Std. Deviation
direction the university is moving	10	3.3000	.82327
quality of faculty	10	4.0000	.66667
congeniality of colleagues	10	3.3000	1.25167
quality of preparation of students in your classes	10	2.9000	.73786
quality of performance of students in your classes	10	3.2000	.78881
overall satisfaction with being a Missouri State faculty member	10	4.0000	.66667
quality of performance of Equal Opportunity Officer	8	3.1250	.35355
extent to which EO policies are observed in hiring of faculty & staff	8	3.1250	.35355
Extent to which EO policies are observed in the hiring of administrators	8	2.7500	.46291
Classroom facilities	10	3.9000	.56765
Personal office facilities	9	3.6667	1.32288
computer support to faculty	10	3.7000	.82327
computer support for students	9	3.3333	.50000
Physical plant	10	3.3000	1.05935
custodial maintenance of facilities	10	3.6000	1.07497
personal and building security	10	3.4000	1.17379
Library holdings of books journals	9	3.2222	1.09291

Library facilities and support to faculty	9	3.6667	.70711
Library facilities and support for students	8	3.3750	.74402
ETC facilities and support to faculty	8	3.5000	.92582
ETC facilities and support to students	8	3.1250	.64087
Distance learning and Instructional technology facilities and support to faculty	9	3.1111	1.05409
GA support for faculty	8	3.3750	1.18773
Writing Center	9	3.7778	.66667
faculty development through sabbaticals and educational leave	8	3.2500	1.03510
reimbursement for attending conventions conferences workshops	8	4.0000	.53452
availability of research opportunities	8	3.0000	1.41421
support for research or literary publication	8	2.8750	1.12599
Office of sponsored research and programs	8	2.5000	1.06904
quality of student advisement	9	3.7778	1.09291
efforts to attract diverse students	8	3.3750	.91613
clerical support for faculty	9	3.3333	1.00000
content of general university policies	10	3.0000	.81650
procedures by which general university policies and priorities are made	10	3.0000	.81650
procedures by which general university policies and priorities are communicated to faculty	10	2.9000	.99443

degree to which administration follows written university policies	10	2.9000	.87560
content of policies of your college	10	3.2000	.91894
procedures by which policies are made for your college	10	3.2000	.91894
the way discretionary monies are used to reward merit equity	10	2.1000	1.10050
content of departmental policies	10	3.2000	.91894
procedures by which department policies are made	10	3.4000	1.17379
quality of criteria used to make merit decisions in your department	10	2.5000	1.08012
quality of performance feedback provided by department head during scheduled performance reviews	10	3.1000	1.19722
extent to which promotion and tenure criteria are defined and made known	10	3.5000	.70711
procedures by which promotion and tenure decisions are made	10	3.5000	.97183
extent of feedback regarding reasons for promotion and tenure decisions	9	3.4444	1.01379
abolition of cost of living increases in favor of replacement pay for performance and equity	10	1.9000	1.28668
level of shared governance	9	2.5556	.72648
teaching load	10	3.3000	.94868
differential teaching loads across campus	10	2.8000	.91894

assignment of your classes-- extent they match your interests and background	10	4.0000	.81650
use and effect of per-course or unranked faculty in your department	10	3.0000	1.05409
committee assignments and duties	9	3.1111	1.16667
academic advisement load and duties	9	3.7778	1.30171
current nine month salary	10	2.7000	.94868
future salary prospects	10	2.3000	.48305
salary differentials that exist across Missouri State University	10	2.4000	.96609
procedures by which equity adjustment salary decisions are made	10	2.2000	.78881
procedures by which performance and merit salary decisions are made	10	2.1000	.87560
rate of pay for summer teaching	9	3.2222	.66667
allocation of summer teaching	9	3.5556	.72648
compensation for per-course faculty	10	2.5000	.70711
compensation for overload courses	9	2.5556	1.01379
life insurance program	10	3.5000	.84984
medical and health benefits	10	3.1000	1.10050
retirement program	10	3.6000	.84327
services and faculty use of Taylor health and wellness center	10	4.2000	.63246
recreational services and facilities for faculty	10	3.0000	.66667
general quality of performance of board of governors	10	3.1000	.56765

general quality of performance of university president	9	3.2222	.83333
general quality of performance of provost	10	2.5000	1.17851
general quality of performance of associate provost	9	3.3333	.70711
general quality of performance of assistants to university president	8	3.1250	.64087
general quality of performance of your college dean	10	3.2000	1.22927
general quality of performance of your college associate dean	10	3.3000	.94868
general quality of performance of your department head	10	3.1000	1.44914
	7		

a. department = computer information systems

Department = Computer Science

Sample size was too small, under 5 respondents so not reported.

Department = Consumer & Family Studies

	N	Mean	Std. Deviation
direction the university is moving	6	3.5000	.54772
quality of faculty	6	4.0000	.63246
congeniality of colleagues	6	3.5000	1.37840
quality of preparation of students in your classes	6	3.1667	1.32916
quality of performance of students in your classes	6	3.5000	.83666

overall satisfaction with being a Missouri State faculty member	5	3.8000	1.09545
quality of performance of Equal Opportunity Officer	5	3.8000	1.64317
extent to which EO policies are observed in hiring of faculty & staff	5	3.8000	1.09545
Extent to which EO policies are observed in the hiring of administrators	5	4.0000	.70711
Classroom facilities	6	2.3333	1.50555
Personal office facilities	6	3.5000	1.22474
computer support to faculty	6	4.1667	.40825
computer support for students	4	3.7500	1.25831
Physical plant	6	3.1667	1.47196
custodial maintenance of facilities	6	3.3333	1.21106
personal and building security	6	3.1667	1.47196
Library holdings of books journals	6	3.6667	.81650
Library facilities and support to faculty	6	3.6667	1.21106
Library facilities and support for students	4	4.0000	.81650
ETC facilities and support to faculty	5	4.2000	.83666
ETC facilities and support to students	5	4.2000	.83666
Distance learning and Instructional technology facilities and support to faculty	5	2.8000	1.30384
GA support for faculty	4	3.0000	.81650
Writing Center	5	4.2000	.83666
faculty development through sabbaticals and educational leave	4	3.5000	1.00000

reimbursement for attending conventions conferences workshops	4	2.0000	.81650
availability of research opportunities	5	2.0000	.00000
support for research or literary publication	4	1.7500	.50000
Office of sponsored research and programs	4	2.7500	.95743
quality of student advisement	4	3.0000	1.82574
efforts to attract diverse students	4	2.7500	.95743
clerical support for faculty	5	3.2000	1.30384
content of general university policies	5	3.4000	.89443
procedures by which general university policies and priorities are made	4	3.5000	1.00000
procedures by which general university policies and priorities are communicated to faculty	5	3.4000	.89443
degree to which administration follows written university policies	4	3.0000	1.41421
content of policies of your college	4	3.5000	.57735
procedures by which policies are made for your college	4	3.5000	.57735
the way discretionary monies are used to reward merit equity	5	2.6000	1.34164
content of departmental policies	5	3.6000	.54772
procedures by which department policies are made	5	3.8000	.83666
quality of criteria used to make merit decisions in your department	4	2.5000	1.00000

quality of performance feedback provided by department head during scheduled performance reviews	3	4.0000	.00000
extent to which promotion and tenure criteria are defined and made known	4	3.2500	.95743
procedures by which promotion and tenure decisions are made	4	3.0000	1.41421
extent of feedback regarding reasons for promotion and tenure decisions	4	3.2500	.95743
abolition of cost of living increases in favor of replacement pay for performance and equity	6	1.6667	.51640
level of shared governance	5	3.4000	.54772
teaching load	6	1.8333	.40825
differential teaching loads across campus	5	1.8000	.83666
assignment of your classes-- extent they match your interests and background	5	3.8000	1.64317
use and effect of per-course or unranked faculty in your department	6	3.5000	.83666
committee assignments and duties	5	3.4000	.54772
academic advisement load and duties	5	3.4000	.54772
current nine month salary	6	3.1667	1.32916
future salary prospects	4	2.0000	.81650
salary differentials that exist across Missouri State University	6	1.3333	.51640
procedures by which equity adjustment salary decisions are made	5	2.6000	1.14018

procedures by which performance and merit salary decisions are made	5	2.0000	1.22474
rate of pay for summer teaching	5	2.2000	1.30384
allocation of summer teaching	5	2.8000	1.30384
compensation for per-course faculty	5	2.2000	1.30384
compensation for overload courses	5	1.4000	.54772
life insurance program	5	3.2000	1.30384
medical and health benefits	6	3.0000	1.67332
retirement program	6	3.6667	.51640
services and faculty use of Taylor health and wellness center	5	4.0000	1.00000
recreational services and facilities for faculty	5	3.8000	.83666
general quality of performance of board of governors	6	3.5000	.54772
general quality of performance of university president	6	4.1667	.40825
general quality of performance of provost	6	4.0000	1.09545
general quality of performance of associate provost	5	3.8000	1.64317
general quality of performance of assistants to university president	4	4.0000	.81650
general quality of performance of your college dean	5	3.8000	1.78885
general quality of performance of your college associate dean	5	3.6000	1.14018
general quality of performance of your department head	5	3.8000	1.64317
	2		

a. department = consumer & family studies

Department = Counseling, Leadership & Special Education

	N	Mean	Std. Deviation
direction the university is moving	11	3.6364	.92442
quality of faculty	11	4.1818	.60302
congeniality of colleagues	11	3.2727	1.27208
quality of preparation of students in your classes	11	3.7273	.90453
quality of performance of students in your classes	11	4.0000	.77460
overall satisfaction with being a Missouri State faculty member	11	3.6364	1.20605
quality of performance of Equal Opportunity Officer	10	3.5000	1.08012
extent to which EO policies are observed in hiring of faculty & staff	10	3.3000	.82327
Extent to which EO policies are observed in the hiring of administrators	10	3.1000	.99443
Classroom facilities	11	3.0000	1.09545
Personal office facilities	11	3.3636	1.28629
computer support to faculty	11	3.3636	1.36182
computer support for students	11	3.4545	1.12815
Physical plant	11	2.7273	1.19087
custodial maintenance of facilities	11	3.8182	.75076
personal and building security	11	3.4545	.93420
Library holdings of books journals	11	4.0000	.77460
Library facilities and support to faculty	10	4.0000	.66667
Library facilities and support for students	11	3.9091	.53936

ETC facilities and support to faculty	11	3.7273	1.00905
ETC facilities and support to students	9	3.7778	.83333
Distance learning and Instructional technology facilities and support to faculty	10	3.2000	1.03280
GA support for faculty	11	3.5455	1.12815
Writing Center	10	4.1000	.73786
faculty development through sabbaticals and educational leave	11	3.4545	.82020
reimbursement for attending conventions conferences workshops	11	2.2727	.78625
availability of research opportunities	11	3.0909	1.04447
support for research or literary publication	10	2.2000	.91894
Office of sponsored research and programs	11	2.9091	.94388
quality of student advisement	11	3.7273	.64667
efforts to attract diverse students	11	3.0909	1.04447
clerical support for faculty	11	3.1818	1.47093
content of general university policies	11	3.0000	1.18322
procedures by which general university policies and priorities are made	11	2.6364	1.20605
procedures by which general university policies and priorities are communicated to faculty	11	2.6364	1.12006
degree to which administration follows written university policies	11	2.3636	1.12006
content of policies of your college	11	3.1818	.98165

procedures by which policies are made for your college	11	2.9091	1.13618
the way discretionary monies are used to reward merit equity	11	2.6364	1.28629
content of departmental policies	11	2.7273	1.19087
procedures by which department policies are made	11	2.4545	1.21356
quality of criteria used to make merit decisions in your department	10	2.8000	1.31656
quality of performance feedback provided by department head during scheduled performance reviews	11	2.5455	1.21356
extent to which promotion and tenure criteria are defined and made known	11	3.2727	1.00905
procedures by which promotion and tenure decisions are made	11	2.4545	1.03573
extent of feedback regarding reasons for promotion and tenure decisions	11	2.7273	1.10371
abolition of cost of living increases in favor of replacement pay for performance and equity	11	2.4545	1.36848
level of shared governance	11	2.2727	1.27208
teaching load	11	2.8182	1.32802
differential teaching loads across campus	11	2.0000	1.18322
assignment of your classes-- extent they match your interests and background	11	3.8182	1.07872
use and effect of per-course or unranked faculty in your department	11	2.8182	.87386

committee assignments and duties	11	2.8182	.98165
academic advisement load and duties	10	2.9000	.99443
current nine month salary	11	2.6364	1.43337
future salary prospects	11	2.3636	1.20605
salary differentials that exist across Missouri State University	11	1.4545	.52223
procedures by which equity adjustment salary decisions are made	11	2.2727	1.19087
procedures by which performance and merit salary decisions are made	11	2.2727	1.00905
rate of pay for summer teaching	11	2.6364	1.12006
allocation of summer teaching	11	3.1818	.87386
compensation for per-course faculty	11	2.0909	.94388
compensation for overload courses	11	2.4545	.93420
life insurance program	11	3.2727	1.00905
medical and health benefits	11	2.6364	.92442
retirement program	11	2.6364	1.02691
services and faculty use of Taylor health and wellness center	11	3.5455	1.29334
recreational services and facilities for faculty	11	3.0000	1.18322
general quality of performance of board of governors	10	3.3000	.48305
general quality of performance of university president	11	3.6364	.50452
general quality of performance of provost	11	3.0000	.89443
general quality of performance of associate provost	11	3.9091	1.22103

general quality of performance of assistants to university president	10	3.0000	.94281
general quality of performance of your college dean	11	3.4545	1.12815
general quality of performance of your college associate dean	11	3.2727	1.19087
general quality of performance of your department head	10	2.4000	1.17379
	7		

a. department = counseling, leadership & special education

Department = Economics

	N	Mean	Std. Deviation
direction the university is moving	5	3.0000	.70711
quality of faculty	5	3.8000	.44721
congeniality of colleagues	5	4.2000	.44721
quality of preparation of students in your classes	5	2.8000	.83666
quality of performance of students in your classes	5	2.8000	.83666
overall satisfaction with being a Missouri State faculty member	5	3.2000	.44721
quality of performance of Equal Opportunity Officer	5	3.6000	1.14018
extent to which EO policies are observed in hiring of faculty & staff	5	3.6000	1.14018
Extent to which EO policies are observed in the hiring of administrators	5	3.4000	1.14018
Classroom facilities	5	4.2000	.44721
Personal office facilities	5	4.2000	.44721

computer support to faculty	5	4.2000	.83666
computer support for students	5	4.0000	.70711
Physical plant	5	3.8000	.44721
custodial maintenance of facilities	5	3.8000	.44721
personal and building security	5	3.8000	.44721
Library holdings of books journals	5	3.4000	.89443
Library facilities and support to faculty	5	3.6000	.89443
Library facilities and support for students	5	3.8000	.44721
ETC facilities and support to faculty	5	3.6000	.54772
ETC facilities and support to students	5	3.6000	.54772
Distance learning and Instructional technology facilities and support to faculty	5	3.6000	.54772
GA support for faculty	5	2.8000	1.30384
Writing Center	5	3.8000	.44721
faculty development through sabbaticals and educational leave	5	3.6000	.54772
reimbursement for attending conventions conferences workshops	5	2.0000	1.22474
availability of research opportunities	5	2.6000	1.34164
support for research or literary publication	5	2.4000	1.51658
Office of sponsored research and programs	5	2.6000	1.14018
quality of student advisement	5	3.8000	.44721
efforts to attract diverse students	5	3.2000	.83666
clerical support for faculty	5	2.8000	1.09545

content of general university policies	5	2.6000	1.14018
procedures by which general university policies and priorities are made	5	2.6000	1.14018
procedures by which general university policies and priorities are communicated to faculty	5	2.6000	1.14018
degree to which administration follows written university policies	5	2.2000	1.30384
content of policies of your college	5	2.6000	1.14018
procedures by which policies are made for your college	5	2.6000	1.14018
the way discretionary monies are used to reward merit equity	5	2.0000	1.22474
content of departmental policies	5	4.0000	1.22474
procedures by which department policies are made	5	4.2000	.83666
quality of criteria used to make merit decisions in your department	5	4.0000	1.22474
quality of performance feedback provided by department head during scheduled performance reviews	5	4.0000	1.00000
extent to which promotion and tenure criteria are defined and made known	5	3.6000	.89443
procedures by which promotion and tenure decisions are made	5	3.8000	.44721
extent of feedback regarding reasons for promotion and tenure decisions	5	4.0000	.70711

abolition of cost of living increases in favor of replacement pay for performance and equity	5	3.4000	.89443
level of shared governance	4	2.2500	1.50000
teaching load	5	3.2000	.83666
differential teaching loads across campus	5	3.4000	.89443
assignment of your classes-- extent they match your interests and background	5	4.2000	.44721
use and effect of per-course or unranked faculty in your department	5	3.4000	.89443
committee assignments and duties	5	2.8000	1.30384
academic advisement load and duties	5	3.2000	1.30384
current nine month salary	5	1.4000	.54772
future salary prospects	5	1.2000	.44721
salary differentials that exist across Missouri State University	5	2.8000	1.30384
procedures by which equity adjustment salary decisions are made	5	1.8000	.83666
procedures by which performance and merit salary decisions are made	5	2.0000	1.00000
rate of pay for summer teaching	5	2.2000	1.30384
allocation of summer teaching	5	3.2000	.44721
compensation for per-course faculty	5	3.0000	.70711
compensation for overload courses	5	1.8000	1.09545
life insurance program	5	3.6000	.54772
medical and health benefits	5	2.4000	1.51658

retirement program	5	3.2000	1.30384
services and faculty use of Taylor health and wellness center	5	3.4000	1.34164
recreational services and facilities for faculty	5	3.6000	.54772
general quality of performance of board of governors	5	3.0000	1.22474
general quality of performance of university president	5	2.6000	1.14018
general quality of performance of provost	5	2.6000	1.14018
general quality of performance of associate provost	5	2.6000	1.14018
general quality of performance of assistants to university president	4	3.2500	.50000
general quality of performance of your college dean	5	2.6000	1.51658
general quality of performance of your college associate dean	5	3.0000	1.22474
general quality of performance of your department head	5	4.4000	.54772
	3		

a. department = economics

Department = English

	N	Mean	Std. Deviation
direction the university is moving	21	3.5238	.98077
quality of faculty	22	4.1364	.46756
congeniality of colleagues	22	4.2727	.82703
quality of preparation of students in your classes	22	3.3182	.83873
quality of performance of students in your classes	22	3.4545	.73855
overall satisfaction with being a Missouri State faculty member	22	3.8636	.94089
quality of performance of Equal Opportunity Officer	20	3.3000	.73270
extent to which EO policies are observed in hiring of faculty & staff	21	3.5238	.74960
Extent to which EO policies are observed in the hiring of administrators	20	3.4500	.68633
Classroom facilities	22	2.0909	.61016
Personal office facilities	22	2.0455	.89853
computer support to faculty	22	3.7273	.82703
computer support for students	20	3.2500	.63867
Physical plant	22	2.3636	1.00216
custodial maintenance of facilities	22	2.6364	1.17698
personal and building security	22	3.4545	.91168
Library holdings of books journals	22	3.4545	.96250
Library facilities and support to faculty	21	3.7143	.90238
Library facilities and support for students	21	3.6667	.65828

ETC facilities and support to faculty	20	3.7500	.78640
ETC facilities and support to students	17	3.5294	.62426
Distance learning and Instructional technology facilities and support to faculty	19	3.1579	.89834
GA support for faculty	22	2.5909	1.25960
Writing Center	22	3.3182	.94548
faculty development through sabbaticals and educational leave	21	3.0476	1.16087
reimbursement for attending conventions conferences workshops	22	3.0455	1.21409
availability of research opportunities	22	3.0909	.75018
support for research or literary publication	22	3.0000	.97590
Office of sponsored research and programs	19	3.1053	.73747
quality of student advisement	22	3.6818	.89370
efforts to attract diverse students	22	3.4091	.90812
clerical support for faculty	22	3.6818	1.28680
content of general university policies	22	3.2273	.86914
procedures by which general university policies and priorities are made	20	3.2500	.78640
procedures by which general university policies and priorities are communicated to faculty	22	3.3182	.89370
degree to which administration follows written university policies	21	3.0952	.99523
content of policies of your college	21	3.5714	.59761

procedures by which policies are made for your college	20	3.6000	.59824
the way discretionary monies are used to reward merit equity	21	3.0000	1.22474
content of departmental policies	21	3.8095	.81358
procedures by which department policies are made	22	3.7273	.98473
quality of criteria used to make merit decisions in your department	22	3.1364	1.20694
quality of performance feedback provided by department head during scheduled performance reviews	22	3.7727	.97257
extent to which promotion and tenure criteria are defined and made known	22	3.9091	.92113
procedures by which promotion and tenure decisions are made	22	3.7273	.93513
extent of feedback regarding reasons for promotion and tenure decisions	20	3.5000	.94591
abolition of cost of living increases in favor of replacement pay for performance and equity	21	2.2857	1.30931
level of shared governance	22	2.9545	.95005
teaching load	22	3.4091	1.29685
differential teaching loads across campus	20	2.5000	1.00000
assignment of your classes-- extent they match your interests and background	22	4.1364	.88884
use and effect of per-course or unranked faculty in your department	22	3.0909	1.06499

committee assignments and duties	22	3.5909	.66613
academic advisement load and duties	21	3.5714	.81064
current nine month salary	22	2.7273	1.16217
future salary prospects	22	2.5909	1.09801
salary differentials that exist across Missouri State University	22	1.6818	.71623
procedures by which equity adjustment salary decisions are made	21	2.5714	1.20712
procedures by which performance and merit salary decisions are made	22	2.6818	1.21052
rate of pay for summer teaching	20	2.3500	1.18210
allocation of summer teaching	20	3.3500	.74516
compensation for per-course faculty	20	2.7500	.85070
compensation for overload courses	19	2.4211	1.01739
life insurance program	21	3.5714	1.12122
medical and health benefits	22	2.8182	1.25874
retirement program	21	3.2857	.95618
services and faculty use of Taylor health and wellness center	22	3.8636	.83355
recreational services and facilities for faculty	21	3.3810	.66904
general quality of performance of board of governors	20	3.1500	.98809
general quality of performance of university president	21	3.8095	.98077
general quality of performance of provost	21	3.3333	1.23828
general quality of performance of associate provost	20	3.6000	.94032

general quality of performance of assistants to university president	19	3.2632	.80568
general quality of performance of your college dean	22	4.0000	.81650
general quality of performance of your college associate dean	19	3.4737	.61178
general quality of performance of your department head	22	4.0000	.92582
	12		

a. department = English

Department = Finance and General Business

Results not reported, due to small sample size, N<5

Department = Geography, Geology & Planning

	N	Mean	Std. Deviation
direction the university is moving	13	3.0769	.95407
quality of faculty	14	3.8571	.77033
congeniality of colleagues	14	4.0000	.39223
quality of preparation of students in your classes	14	2.7857	.89258
quality of performance of students in your classes	14	3.2857	.72627
overall satisfaction with being a Missouri State faculty member	14	4.0714	.47463
quality of performance of Equal Opportunity Officer	10	3.2000	1.03280
extent to which EO policies are observed in hiring of faculty & staff	10	3.7000	.94868

Extent to which EO policies are observed in the hiring of administrators	10	3.8000	1.13529
Classroom facilities	14	3.2857	1.20439
Personal office facilities	14	2.7857	.97496
computer support to faculty	14	3.8571	.77033
computer support for students	14	3.7857	.69929
Physical plant	14	2.8571	1.09945
custodial maintenance of facilities	14	2.9286	1.07161
personal and building security	13	3.7692	.59914
Library holdings of books journals	14	3.3571	.92878
Library facilities and support to faculty	14	3.8571	1.02711
Library facilities and support for students	14	3.8571	1.02711
ETC facilities and support to faculty	13	3.8462	.68874
ETC facilities and support to students	13	3.7692	.72501
Distance learning and Instructional technology facilities and support to faculty	11	3.3636	.67420
GA support for faculty	11	3.2727	1.00905
Writing Center	12	3.7500	.96531
faculty development through sabbaticals and educational leave	11	3.1818	1.07872
reimbursement for attending conventions conferences workshops	14	2.1429	.94926
availability of research opportunities	12	3.5833	.79296
support for research or literary publication	13	2.6923	1.10940

Office of sponsored research and programs	12	3.5000	.90453
quality of student advisement	13	3.8462	.68874
efforts to attract diverse students	12	3.9167	.66856
clerical support for faculty	14	3.9286	.91687
content of general university policies	13	3.3846	.76795
procedures by which general university policies and priorities are made	12	2.7500	1.05529
procedures by which general university policies and priorities are communicated to faculty	12	2.6667	1.15470
degree to which administration follows written university policies	11	2.7273	.90453
content of policies of your college	12	3.3333	.65134
procedures by which policies are made for your college	11	3.3636	.67420
the way discretionary monies are used to reward merit equity	13	3.1538	.98710
content of departmental policies	14	4.2143	.57893
procedures by which department policies are made	14	4.5000	.65044
quality of criteria used to make merit decisions in your department	13	4.4615	.66023
quality of performance feedback provided by department head during scheduled performance reviews	13	4.3846	.76795
extent to which promotion and tenure criteria are defined and made known	13	4.0769	.86232
procedures by which promotion and tenure decisions are made	13	4.2308	.43853

extent of feedback regarding reasons for promotion and tenure decisions	13	4.0769	.64051
abolition of cost of living increases in favor of replacement pay for performance and equity	12	3.0833	1.50504
level of shared governance	14	3.2143	.97496
teaching load	14	3.3571	1.00821
differential teaching loads across campus	12	2.4167	1.08362
assignment of your classes-- extent they match your interests and background	13	4.2308	.59914
use and effect of per-course or unranked faculty in your department	14	3.7143	.91387
committee assignments and duties	14	3.7857	.69929
academic advisement load and duties	14	3.8571	.53452
current nine month salary	13	2.7692	1.09193
future salary prospects	13	2.5385	1.19829
salary differentials that exist across Missouri State University	14	2.1429	.94926
procedures by which equity adjustment salary decisions are made	13	3.0769	1.18754
procedures by which performance and merit salary decisions are made	13	3.4615	.96742
rate of pay for summer teaching	11	2.6364	.92442
allocation of summer teaching	13	3.8462	.68874
compensation for per-course faculty	12	3.0000	1.04447
compensation for overload courses	11	2.4545	1.12815

life insurance program	12	3.0833	.90034
medical and health benefits	13	2.7692	1.36344
retirement program	13	3.0769	1.18754
services and faculty use of Taylor health and wellness center	14	4.0000	.78446
recreational services and facilities for faculty	12	3.7500	.86603
general quality of performance of board of governors	12	3.1667	.57735
general quality of performance of university president	13	3.7692	.72501
general quality of performance of provost	11	2.1818	.98165
general quality of performance of associate provost	11	3.1818	.60302
general quality of performance of assistants to university president	10	3.2000	.63246
general quality of performance of your college dean	13	3.7692	.83205
general quality of performance of your college associate dean	12	3.1667	.83485
general quality of performance of your department head	14	4.7857	.42582
	6		

a. department = Geography, Geology & Planning

Department = Greenwood Lab School

	N	Mean	Std. Deviation
direction the university is moving	11	3.4545	.82020
quality of faculty	11	4.0000	.44721
congeniality of colleagues	11	4.1818	.40452
quality of preparation of students in your classes	10	3.8000	.42164
quality of performance of students in your classes	10	3.8000	.42164
overall satisfaction with being a Missouri State faculty member	11	4.0000	.00000
quality of performance of Equal Opportunity Officer	8	3.5000	.53452
extent to which EO policies are observed in hiring of faculty & staff	8	3.5000	.53452
Extent to which EO policies are observed in the hiring of administrators	8	3.5000	.53452
Classroom facilities	11	3.1818	1.25045
Personal office facilities	11	3.6364	.67420
computer support to faculty	11	4.0000	.44721
computer support for students	10	3.9000	.56765
Physical plant	11	2.9091	.83121
custodial maintenance of facilities	11	1.6364	1.02691
personal and building security	11	3.7273	.64667
Library holdings of books journals	11	4.0000	.44721
Library facilities and support to faculty	11	3.8182	.60302
Library facilities and support for students	10	3.6000	.51640

ETC facilities and support to faculty	10	3.8000	.63246
ETC facilities and support to students	9	3.5556	.52705
Distance learning and Instructional technology facilities and support to faculty	7	3.0000	.81650
GA support for faculty	9	3.3333	.50000
Writing Center	7	3.2857	.48795
faculty development through sabbaticals and educational leave	8	3.5000	.53452
reimbursement for attending conventions conferences workshops	9	2.7778	1.20185
availability of research opportunities	7	2.8571	.69007
support for research or literary publication	6	2.3333	.81650
Office of sponsored research and programs	6	3.3333	.51640
quality of student advisement	7	3.4286	.78680
efforts to attract diverse students	7	3.8571	.37796
clerical support for faculty	10	3.5000	1.17851
content of general university policies	11	3.3636	.67420
procedures by which general university policies and priorities are made	10	3.5000	.52705
procedures by which general university policies and priorities are communicated to faculty	11	3.5455	.52223
degree to which administration follows written university policies	11	3.4545	.52223
content of policies of your college	11	3.3636	.67420

procedures by which policies are made for your college	11	3.3636	.50452
the way discretionary monies are used to reward merit equity	11	2.3636	1.02691
content of departmental policies	10	3.2000	.78881
procedures by which department policies are made	10	3.3000	.67495
quality of criteria used to make merit decisions in your department	10	2.7000	1.15950
quality of performance feedback provided by department head during scheduled performance reviews	11	3.9091	.53936
extent to which promotion and tenure criteria are defined and made known	11	3.1818	.87386
procedures by which promotion and tenure decisions are made	11	3.0000	1.18322
extent of feedback regarding reasons for promotion and tenure decisions	9	3.5556	.52705
abolition of cost of living increases in favor of replacement pay for performance and equity	9	1.8889	1.16667
level of shared governance	9	3.1111	.60093
teaching load	11	2.9091	.94388
differential teaching loads across campus	9	2.7778	.97183
assignment of your classes-- extent they match your interests and background	9	4.0000	.50000
use and effect of per-course or unranked faculty in your department	9	3.1111	.92796

committee assignments and duties	11	3.0000	1.00000
academic advisement load and duties	8	3.2500	.46291
current nine month salary	9	2.7778	.97183
future salary prospects	10	2.7000	.82327
salary differentials that exist across Missouri State University	9	2.2222	.83333
procedures by which equity adjustment salary decisions are made	11	2.0909	.83121
procedures by which performance and merit salary decisions are made	11	2.1818	.87386
rate of pay for summer teaching	7	2.7143	.75593
allocation of summer teaching	7	3.1429	.37796
compensation for per-course faculty	8	2.7500	.46291
compensation for overload courses	8	3.0000	.00000
life insurance program	11	3.8182	.40452
medical and health benefits	11	3.7273	.64667
retirement program	11	3.7273	.64667
services and faculty use of Taylor health and wellness center	11	4.1818	.75076
recreational services and facilities for faculty	11	3.4545	.68755
general quality of performance of board of governors	9	3.3333	.50000
general quality of performance of university president	10	3.6000	.69921
general quality of performance of provost	10	3.3000	.67495
general quality of performance of associate provost	9	3.5556	.52705

general quality of performance of assistants to university president	9	3.3333	.50000
general quality of performance of your college dean	11	3.6364	.50452
general quality of performance of your college associate dean	10	3.6000	.51640
general quality of performance of your department head	11	4.2727	.64667
	5		

a. department = greenwood lab school

Department = Health, Physical Education & Recreation

	N	Mean	Std. Deviation
direction the university is moving	14	3.1429	1.09945
quality of faculty	14	3.5000	.94054
congeniality of colleagues	14	3.1429	1.02711
quality of preparation of students in your classes	14	3.2143	.97496
quality of performance of students in your classes	13	3.2308	1.09193
overall satisfaction with being a Missouri State faculty member	14	3.9286	.82874
quality of performance of Equal Opportunity Officer	14	3.4286	1.01635
extent to which EO policies are observed in hiring of faculty & staff	14	3.5714	1.01635
Extent to which EO policies are observed in the hiring of administrators	14	3.3571	1.15073
Classroom facilities	14	3.8571	.66299
Personal office facilities	14	3.7143	1.06904

computer support to faculty	14	4.0714	.73005
computer support for students	13	3.6923	.75107
Physical plant	14	2.8571	1.16732
custodial maintenance of facilities	14	3.9286	.61573
personal and building security	14	3.5000	1.01905
Library holdings of books journals	14	3.7143	.99449
Library facilities and support to faculty	14	3.9286	.73005
Library facilities and support for students	13	3.7692	.72501
ETC facilities and support to faculty	14	4.0000	.78446
ETC facilities and support to students	13	3.8462	.80064
Distance learning and instructional technology facilities and support to faculty	13	3.6154	.76795
GA support for faculty	14	2.8571	.94926
Writing Center	13	2.8462	.80064
faculty development through sabbaticals and educational leave	13	3.0769	.86232
reimbursement for attending conventions conferences workshops	14	3.0714	1.07161
availability of research opportunities	14	3.4286	.85163
support for research or literary publication	14	2.8571	1.09945
Office of sponsored research and programs	14	3.5000	.65044
quality of student advisement	14	4.0000	.67937
efforts to attract diverse students	14	3.7143	.99449
clerical support for faculty	14	4.1429	.53452

content of general university policies	14	3.2857	.82542
procedures by which general university policies and priorities are made	14	3.1429	.86444
procedures by which general university policies and priorities are communicated to faculty	14	3.0714	1.07161
degree to which administration follows written university policies	14	2.8571	1.16732
content of policies of your college	14	3.2143	.97496
procedures by which policies are made for your college	14	3.0714	.99725
the way discretionary monies are used to reward merit equity	14	3.2143	1.36880
content of departmental policies	14	3.5000	1.16024
procedures by which department policies are made	14	3.2143	1.36880
quality of criteria used to make merit decisions in your department	14	4.0000	.87706
quality of performance feedback provided by department head during scheduled performance reviews	13	3.7692	1.16575
extent to which promotion and tenure criteria are defined and made known	14	3.4286	1.34246
procedures by which promotion and tenure decisions are made	14	3.4286	1.34246
extent of feedback regarding reasons for promotion and tenure decisions	13	2.6154	1.44559

abolition of cost of living increases in favor of replacement pay for performance and equity	13	2.6923	1.49358
level of shared governance	13	3.2308	1.36344
teaching load	14	3.0714	1.26881
differential teaching loads across campus	13	2.5385	1.12660
assignment of your classes-- extent they match your interests and background	14	4.0714	1.26881
use and effect of per-course or unranked faculty in your department	14	3.6429	.92878
committee assignments and duties	14	3.6429	.92878
academic advisement load and duties	14	3.4286	.85163
current nine month salary	14	3.3571	1.00821
future salary prospects	13	3.2308	.92681
salary differentials that exist across Missouri State University	13	2.3846	.96077
procedures by which equity adjustment salary decisions are made	13	2.9231	1.25576
procedures by which performance and merit salary decisions are made	13	3.2308	1.16575
rate of pay for summer teaching	14	3.1429	.86444
allocation of summer teaching	14	3.5000	.85485
compensation for per-course faculty	13	2.7692	.59914
compensation for overload courses	14	2.9286	.61573
life insurance program	14	3.7143	.61125
medical and health benefits	14	2.8571	1.35062

retirement program	14	3.4286	.85163
services and faculty use of Taylor health and wellness center	14	3.9286	.91687
recreational services and facilities for faculty	14	2.9286	1.38477
general quality of performance of board of governors	13	3.0000	.91287
general quality of performance of university president	13	3.1538	1.14354
general quality of performance of provost	13	2.9231	1.25576
general quality of performance of associate provost	13	3.3846	.86972
general quality of performance of assistants to university president	13	3.0769	.86232
general quality of performance of your college dean	13	3.3846	1.26085
general quality of performance of your college associate dean	12	3.2500	.96531
general quality of performance of your department head	13	3.8462	1.28103
	10		

a. department = health, physical education & recreation

Department = History

	N	Mean	Std. Deviation
direction the university is moving	8	3.1250	1.35620
quality of faculty	8	3.6250	1.18773
congeniality of colleagues	8	3.7500	.88641
quality of preparation of students in your classes	8	2.8750	1.35620
quality of performance of students in your classes	8	3.0000	1.06904
overall satisfaction with being a Missouri State faculty member	8	3.1250	1.35620
quality of performance of Equal Opportunity Officer	8	3.6250	1.18773
extent to which EO policies are observed in hiring of faculty & staff	8	3.2500	1.03510
Extent to which EO policies are observed in the hiring of administrators	8	3.1250	.83452
Classroom facilities	8	4.6250	.51755
Personal office facilities	8	4.6250	.51755
computer support to faculty	8	4.5000	.53452
computer support for students	6	4.1667	.75277
Physical plant	8	4.0000	.53452
custodial maintenance of facilities	8	3.6250	.74402
personal and building security	8	3.7500	.70711
Library holdings of books journals	8	2.0000	.92582
Library facilities and support to faculty	8	3.6250	1.18773
Library facilities and support for students	7	3.5714	1.27242

ETC facilities and support to faculty	7	3.7143	.75593
ETC facilities and support to students	7	3.2857	.48795
Distance learning and Instructional technology facilities and support to faculty	7	3.5714	.78680
GA support for faculty	8	2.3750	1.06066
Writing Center	6	3.3333	1.36626
faculty development through sabbaticals and educational leave	8	2.6250	1.40789
reimbursement for attending conventions conferences workshops	8	2.6250	1.76777
availability of research opportunities	7	2.4286	1.27242
support for research or literary publication	8	2.7500	1.28174
Office of sponsored research and programs	7	3.2857	.95119
quality of student advisement	8	2.8750	.83452
efforts to attract diverse students	8	2.8750	1.24642
clerical support for faculty	8	3.1250	1.55265
content of general university policies	8	2.8750	.99103
procedures by which general university policies and priorities are made	8	2.2500	.88641
procedures by which general university policies and priorities are communicated to faculty	8	2.7500	.88641
degree to which administration follows written university policies	8	2.6250	1.06066
content of policies of your college	8	2.7500	.88641

procedures by which policies are made for your college	7	2.7143	.95119
the way discretionary monies are used to reward merit equity	8	2.3750	1.50594
content of departmental policies	8	3.2500	.88641
procedures by which department policies are made	8	3.3750	.74402
quality of criteria used to make merit decisions in your department	8	3.0000	1.60357
quality of performance feedback provided by department head during scheduled performance reviews	7	2.4286	1.13389
extent to which promotion and tenure criteria are defined and made known	8	4.1250	.99103
procedures by which promotion and tenure decisions are made	8	3.6250	.91613
extent of feedback regarding reasons for promotion and tenure decisions	7	3.1429	1.06904
abolition of cost of living increases in favor of replacement pay for performance and equity	8	1.5000	.75593
level of shared governance	8	2.0000	1.06904
teaching load	8	2.0000	1.19523
differential teaching loads across campus	8	2.1250	1.12599
assignment of your classes-- extent they match your interests and background	8	3.8750	1.24642
use and effect of per-course or unranked faculty in your department	7	2.5714	1.27242

committee assignments and duties	8	2.8750	1.55265
academic advisement load and duties	8	2.6250	1.59799
current nine month salary	8	3.0000	1.41421
future salary prospects	8	2.3750	1.30247
salary differentials that exist across Missouri State University	8	2.2500	1.28174
procedures by which equity adjustment salary decisions are made	8	2.3750	1.06066
procedures by which performance and merit salary decisions are made	8	2.6250	1.59799
rate of pay for summer teaching	8	2.2500	1.58114
allocation of summer teaching	8	2.7500	1.38873
compensation for per-course faculty	8	2.0000	.92582
compensation for overload courses	8	2.0000	.92582
life insurance program	8	3.5000	1.41421
medical and health benefits	8	2.3750	1.18773
retirement program	7	3.5714	1.27242
services and faculty use of Taylor health and wellness center	8	4.3750	.51755
recreational services and facilities for faculty	7	2.8571	1.46385
general quality of performance of board of governors	8	2.2500	.88641
general quality of performance of university president	8	2.8750	1.24642
general quality of performance of provost	8	3.1250	1.12599
general quality of performance of associate provost	8	3.5000	.75593

general quality of performance of assistants to university president	8	2.8750	.35355
general quality of performance of your college dean	8	2.7500	1.28174
general quality of performance of your college associate dean	7	2.8571	1.06904
general quality of performance of your department head	8	4.1250	.83452
	6		

a. department = history

Department = Management

	N	Mean	Std. Deviation
direction the university is moving	12	2.9167	1.16450
quality of faculty	12	3.8333	.93744
congeniality of colleagues	12	3.6667	1.30268
quality of preparation of students in your classes	12	2.2500	.75378
quality of performance of students in your classes	12	2.8333	.83485
overall satisfaction with being a Missouri State faculty member	12	3.5000	1.24316
quality of performance of Equal Opportunity Officer	10	3.5000	.97183
extent to which EO policies are observed in hiring of faculty & staff	10	3.5000	1.08012
Extent to which EO policies are observed in the hiring of administrators	10	3.5000	1.08012
Classroom facilities	12	3.4167	.90034
Personal office facilities	12	3.7500	.86603

computer support to faculty	12	3.5833	.79296
computer support for students	11	4.0000	.63246
Physical plant	12	3.5000	.90453
custodial maintenance of facilities	12	3.0000	1.20605
personal and building security	12	3.4167	.90034
Library holdings of books journals	12	3.5000	1.08711
Library facilities and support to faculty	11	3.6364	.92442
Library facilities and support for students	10	3.6000	.96609
ETC facilities and support to faculty	12	3.2500	.96531
ETC facilities and support to students	11	3.2727	1.00905
Distance learning and Instructional technology facilities and support to faculty	11	2.7273	.78625
GA support for faculty	12	3.1667	1.40346
Writing Center	11	3.0000	1.09545
faculty development through sabbaticals and educational leave	11	2.8182	.87386
reimbursement for attending conventions conferences workshops	12	3.0833	.99620
availability of research opportunities	10	2.6000	1.26491
support for research or literary publication	11	2.5455	1.21356
Office of sponsored research and programs	11	2.7273	.78625
quality of student advisement	12	3.7500	.86603
efforts to attract diverse students	11	3.8182	.75076
clerical support for faculty	12	3.1667	1.02986

content of general university policies	11	2.5455	1.03573
procedures by which general university policies and priorities are made	12	1.9167	.99620
procedures by which general university policies and priorities are communicated to faculty	12	2.2500	1.05529
degree to which administration follows written university policies	12	2.5000	1.00000
content of policies of your college	12	2.7500	1.13818
procedures by which policies are made for your college	12	2.2500	1.05529
the way discretionary monies are used to reward merit equity	12	1.8333	.93744
content of departmental policies	12	2.8333	1.02986
procedures by which department policies are made	12	2.8333	1.26730
quality of criteria used to make merit decisions in your department	12	2.0833	.99620
quality of performance feedback provided by department head during scheduled performance reviews	12	2.7500	1.28806
extent to which promotion and tenure criteria are defined and made known	12	2.6667	1.23091
procedures by which promotion and tenure decisions are made	12	2.7500	1.21543
extent of feedback regarding reasons for promotion and tenure decisions	12	2.7500	1.05529

abolition of cost of living increases in favor of replacement pay for performance and equity	12	1.7500	.96531
level of shared governance	12	2.5000	1.08711
teaching load	12	3.2500	.86603
differential teaching loads across campus	12	3.2500	.45227
assignment of your classes-- extent they match your interests and background	12	4.0833	.66856
use and effect of per-course or unranked faculty in your department	12	3.1667	.93744
committee assignments and duties	12	3.1667	.83485
academic advisement load and duties	11	3.6364	.92442
current nine month salary	11	2.8182	1.16775
future salary prospects	12	2.2500	.96531
salary differentials that exist across Missouri State University	12	2.7500	1.05529
procedures by which equity adjustment salary decisions are made	12	1.7500	.86603
procedures by which performance and merit salary decisions are made	12	1.5833	.79296
rate of pay for summer teaching	12	2.2500	1.13818
allocation of summer teaching	12	3.5833	.99620
compensation for per-course faculty	12	2.5000	1.08711
compensation for overload courses	11	2.6364	1.12006
life insurance program	12	3.0833	1.16450
medical and health benefits	12	3.0000	1.20605

retirement program	12	3.3333	1.07309
services and faculty use of Taylor health and wellness center	11	3.6364	1.12006
recreational services and facilities for faculty	10	3.2000	1.03280
general quality of performance of board of governors	12	2.5833	.90034
general quality of performance of university president	12	2.9167	1.08362
general quality of performance of provost	12	1.8333	1.02986
general quality of performance of associate provost	11	2.7273	1.10371
general quality of performance of assistants to university president	11	2.7273	1.00905
general quality of performance of your college dean	12	3.5833	1.16450
general quality of performance of your college associate dean	12	3.7500	.86603
general quality of performance of your department head	12	3.5000	.90453
	8		

a. department = management

Department = Marketing

	N	Mean	Std. Deviation
direction the university is moving	12	3.7500	.96531
quality of faculty	12	3.9167	.99620
congeniality of colleagues	12	3.8333	.71774
quality of preparation of students in your classes	12	2.7500	1.21543
quality of performance of students in your classes	12	3.2500	.86603
overall satisfaction with being a Missouri State faculty member	12	3.9167	.66856
quality of performance of Equal Opportunity Officer	10	3.6000	.69921
extent to which EO policies are observed in hiring of faculty & staff	11	3.7273	.64667
Extent to which EO policies are observed in the hiring of administrators	10	3.6000	.69921
Classroom facilities	12	3.8333	.71774
Personal office facilities	12	4.0000	.85280
computer support to faculty	12	4.5000	.52223
computer support for students	12	4.4167	.51493
Physical plant	12	3.7500	.86603
custodial maintenance of facilities	12	3.5000	1.00000
personal and building security	12	4.0000	.60302
Library holdings of books journals	12	3.8333	.57735
Library facilities and support to faculty	12	4.1667	.38925
Library facilities and support for students	11	4.0000	.44721

ETC facilities and support to faculty	11	3.9091	.53936
ETC facilities and support to students	10	3.7000	.48305
Distance learning and Instructional technology facilities and support to faculty	11	3.3636	1.12006
GA support for faculty	12	3.5833	1.08362
Writing Center	11	3.7273	.78625
faculty development through sabbaticals and educational leave	11	3.6364	.92442
reimbursement for attending conventions conferences workshops	11	3.4545	.82020
availability of research opportunities	11	3.9091	.83121
support for research or literary publication	11	3.0000	.89443
Office of sponsored research and programs	11	3.0000	.89443
quality of student advisement	12	4.2500	.96531
efforts to attract diverse students	11	3.7273	.78625
clerical support for faculty	12	4.2500	.86603
content of general university policies	12	3.5833	.99620
procedures by which general university policies and priorities are made	12	3.4167	.90034
procedures by which general university policies and priorities are communicated to faculty	12	3.7500	.62158
degree to which administration follows written university policies	12	3.5833	.66856
content of policies of your college	12	3.5833	.66856

procedures by which policies are made for your college	11	3.4545	.82020
the way discretionary monies are used to reward merit equity	12	2.9167	1.31137
content of departmental policies	12	3.0833	1.08362
procedures by which department policies are made	12	2.7500	1.21543
quality of criteria used to make merit decisions in your department	11	2.6364	1.20605
quality of performance feedback provided by department head during scheduled performance reviews	12	2.8333	1.11464
extent to which promotion and tenure criteria are defined and made known	11	3.5455	1.12815
procedures by which promotion and tenure decisions are made	12	3.3333	.98473
extent of feedback regarding reasons for promotion and tenure decisions	12	3.3333	1.15470
abolition of cost of living increases in favor of replacement pay for performance and equity	12	3.3333	1.30268
level of shared governance	11	3.5455	.68755
teaching load	12	2.8333	1.26730
differential teaching loads across campus	11	3.4545	.82020
assignment of your classes-- extent they match your interests and background	12	4.2500	.45227
use and effect of per-course or unranked faculty in your department	12	3.4167	1.08362

committee assignments and duties	12	3.7500	.45227
academic advisement load and duties	11	4.0000	.77460
current nine month salary	12	3.2500	1.05529
future salary prospects	12	2.6667	.77850
salary differentials that exist across Missouri State University	12	3.3333	.77850
procedures by which equity adjustment salary decisions are made	12	3.1667	.93744
procedures by which performance and merit salary decisions are made	12	2.7500	1.21543
rate of pay for summer teaching	12	2.8333	.83485
allocation of summer teaching	12	3.5000	.67420
compensation for per-course faculty	10	2.9000	.73786
compensation for overload courses	11	2.9091	.94388
life insurance program	12	3.5833	.51493
medical and health benefits	12	2.9167	.90034
retirement program	12	3.5000	.67420
services and faculty use of Taylor health and wellness center	12	3.9167	.66856
recreational services and facilities for faculty	12	3.8333	.38925
general quality of performance of board of governors	12	3.5000	.79772
general quality of performance of university president	12	4.0000	1.12815
general quality of performance of provost	12	2.9167	.99620
general quality of performance of associate provost	12	3.3333	.65134

general quality of performance of assistants to university president	12	3.4167	.51493
general quality of performance of your college dean	12	3.7500	1.13818
general quality of performance of your college associate dean	12	3.9167	.51493
general quality of performance of your department head	12	2.9167	1.37895
	7		

a. department = marketing

Department = Mathematics

	N	Mean	Std. Deviation
direction the university is moving	9	2.5556	1.01379
quality of faculty	9	3.7778	.83333
congeniality of colleagues	10	3.6000	.96609
quality of preparation of students in your classes	10	2.4000	.84327
quality of performance of students in your classes	10	3.3000	1.05935
overall satisfaction with being a Missouri State faculty member	10	3.3000	1.49443
quality of performance of Equal Opportunity Officer	10	3.0000	.94281
extent to which EO policies are observed in hiring of faculty & staff	10	3.1000	.99443
Extent to which EO policies are observed in the hiring of administrators	9	3.0000	1.00000
Classroom facilities	10	2.6000	1.26491
Personal office facilities	10	2.8000	1.13529
computer support to faculty	10	3.7000	1.15950
computer support for students	10	3.8000	.78881
Physical plant	10	3.1000	1.10050
custodial maintenance of facilities	10	2.7000	1.15950
personal and building security	10	3.2000	.78881
Library holdings of books journals	9	3.6667	.86603
Library facilities and support to faculty	9	3.8889	1.26930
Library facilities and support for students	9	4.2222	.66667

ETC facilities and support to faculty	8	3.2500	1.16496
ETC facilities and support to students	8	3.6250	.91613
Distance learning and Instructional technology facilities and support to faculty	8	3.1250	.64087
GA support for faculty	8	3.2500	.70711
Writing Center	9	3.2222	.44096
faculty development through sabbaticals and educational leave	8	3.0000	1.19523
reimbursement for attending conventions conferences workshops	9	2.7778	1.09291
availability of research opportunities	8	2.6250	1.18773
support for research or literary publication	8	2.1250	.83452
Office of sponsored research and programs	8	2.5000	.75593
quality of student advisement	9	2.7778	1.20185
efforts to attract diverse students	9	3.5556	.52705
clerical support for faculty	10	3.7000	1.15950
content of general university policies	9	2.5556	1.01379
procedures by which general university policies and priorities are made	8	2.8750	1.12599
procedures by which general university policies and priorities are communicated to faculty	9	2.7778	1.20185
degree to which administration follows written university policies	8	2.6250	1.06066
content of policies of your college	8	3.1250	.99103

procedures by which policies are made for your college	9	3.1111	.92796
the way discretionary monies are used to reward merit equity	9	1.8889	.78174
content of departmental policies	9	2.7778	1.48137
procedures by which department policies are made	9	2.8889	1.61589
quality of criteria used to make merit decisions in your department	9	2.2222	1.20185
quality of performance feedback provided by department head during scheduled performance reviews	9	2.5556	1.42400
extent to which promotion and tenure criteria are defined and made known	9	2.6667	1.22474
procedures by which promotion and tenure decisions are made	9	2.8889	1.05409
extent of feedback regarding reasons for promotion and tenure decisions	8	2.7500	1.28174
abolition of cost of living increases in favor of replacement pay for performance and equity	10	1.9000	.99443
level of shared governance	8	2.3750	1.06066
teaching load	10	2.6000	1.26491
differential teaching loads across campus	8	1.8750	.83452
assignment of your classes-- extent they match your interests and background	10	3.4000	1.17379
use and effect of per-course or unranked faculty in your department	10	2.8000	1.22927

committee assignments and duties	10	3.3000	1.05935
academic advisement load and duties	8	2.8750	.99103
current nine month salary	10	2.1000	1.19722
future salary prospects	10	2.0000	1.05409
salary differentials that exist across Missouri State University	9	1.8889	.78174
procedures by which equity adjustment salary decisions are made	10	2.0000	1.05409
procedures by which performance and merit salary decisions are made	10	1.8000	1.03280
rate of pay for summer teaching	9	2.0000	1.00000
allocation of summer teaching	10	3.2000	1.03280
compensation for per-course faculty	10	3.0000	.66667
compensation for overload courses	10	2.7000	.67495
life insurance program	10	2.9000	.99443
medical and health benefits	10	2.5000	1.17851
retirement program	9	3.1111	.78174
services and faculty use of Taylor health and wellness center	10	3.7000	.82327
recreational services and facilities for faculty	10	3.2000	.63246
general quality of performance of board of governors	10	2.9000	.87560
general quality of performance of university president	10	2.9000	1.10050
general quality of performance of provost	10	2.4000	1.17379
general quality of performance of associate provost	9	2.6667	1.11803

general quality of performance of assistants to university president	9	2.5556	.88192
general quality of performance of your college dean	10	3.4000	.84327
general quality of performance of your college associate dean	9	3.0000	.00000
general quality of performance of your department head	10	2.9000	1.59513
	6		

a. department = mathematics

Department = Media, Journalism & Film

	N	Mean	Std. Deviation
direction the university is moving	12	3.3333	.98473
quality of faculty	12	4.0833	.28868
congeniality of colleagues	12	4.3333	.88763
quality of preparation of students in your classes	12	2.5000	1.16775
quality of performance of students in your classes	12	2.5833	1.24011
overall satisfaction with being a Missouri State faculty member	12	3.6667	.98473
quality of performance of Equal Opportunity Officer	12	3.6667	1.15470
extent to which EO policies are observed in hiring of faculty & staff	12	3.5000	1.00000
Extent to which EO policies are observed in the hiring of administrators	12	3.3333	.98473
Classroom facilities	12	2.9167	1.31137
Personal office facilities	12	3.2500	1.35680

computer support to faculty	12	4.0000	.85280
computer support for students	12	3.3333	.77850
Physical plant	12	2.5000	1.31426
custodial maintenance of facilities	12	3.5000	1.24316
personal and building security	12	3.8333	.83485
Library holdings of books journals	12	2.9167	1.16450
Library facilities and support to faculty	12	3.5833	1.08362
Library facilities and support for students	12	3.4167	1.08362
ETC facilities and support to faculty	12	3.5000	.90453
ETC facilities and support to students	12	3.4167	.90034
Distance learning and Instructional technology facilities and support to faculty	12	2.8333	.83485
GA support for faculty	12	2.6667	1.15470
Writing Center	11	3.2727	.90453
faculty development through sabbaticals and educational leave	11	3.0909	1.13618
reimbursement for attending conventions conferences workshops	12	2.6667	1.43548
availability of research opportunities	12	2.9167	.99620
support for research or literary publication	12	2.6667	1.15470
Office of sponsored research and programs	12	2.7500	.75378
quality of student advisement	12	3.5833	.99620
efforts to attract diverse students	12	2.9167	1.37895
clerical support for faculty	12	3.7500	.86603

content of general university policies	11	3.0000	1.00000
procedures by which general university policies and priorities are made	11	2.6364	1.12006
procedures by which general university policies and priorities are communicated to faculty	11	2.8182	1.07872
degree to which administration follows written university policies	11	3.0000	1.09545
content of policies of your college	11	2.9091	1.04447
procedures by which policies are made for your college	11	2.5455	1.12815
the way discretionary monies are used to reward merit equity	11	2.0909	1.30035
content of departmental policies	11	3.3636	1.28629
procedures by which department policies are made	11	3.2727	1.42063
quality of criteria used to make merit decisions in your department	11	2.9091	1.22103
quality of performance feedback provided by department head during scheduled performance reviews	11	3.5455	1.21356
extent to which promotion and tenure criteria are defined and made known	11	2.8182	1.32802
procedures by which promotion and tenure decisions are made	11	3.0000	1.18322
extent of feedback regarding reasons for promotion and tenure decisions	11	2.9091	1.30035

abolition of cost of living increases in favor of replacement pay for performance and equity	11	1.8182	1.07872
level of shared governance	11	2.6364	1.20605
teaching load	11	3.5455	1.21356
differential teaching loads across campus	11	2.2727	.90453
assignment of your classes-- extent they match your interests and background	11	4.5455	.52223
use and effect of per-course or unranked faculty in your department	11	2.4545	1.36848
committee assignments and duties	11	3.1818	.98165
academic advisement load and duties	11	3.0909	1.37510
current nine month salary	12	2.1667	1.19342
future salary prospects	12	1.7500	.75378
salary differentials that exist across Missouri State University	12	1.5000	.67420
procedures by which equity adjustment salary decisions are made	12	2.0000	.95346
procedures by which performance and merit salary decisions are made	12	2.1667	1.19342
rate of pay for summer teaching	12	2.0000	.95346
allocation of summer teaching	12	2.4167	1.16450
compensation for per-course faculty	11	1.8182	.87386
compensation for overload courses	12	2.1667	1.02986
life insurance program	12	3.0000	.95346
medical and health benefits	12	2.4167	1.37895

retirement program	12	2.8333	1.11464
services and faculty use of Taylor health and wellness center	12	3.2500	1.13818
recreational services and facilities for faculty	12	3.0000	.85280
general quality of performance of board of governors	12	2.9167	.90034
general quality of performance of university president	12	2.7500	.96531
general quality of performance of provost	12	2.6667	1.15470
general quality of performance of associate provost	12	2.9167	.79296
general quality of performance of assistants to university president	11	3.1818	.40452
general quality of performance of your college dean	12	3.1667	1.52753
general quality of performance of your college associate dean	12	3.0833	1.31137
general quality of performance of your department head	12	3.5000	1.50756
	9		

a. department = media, journalism & film

Department = Military Science

Results not reported. Sample size N <5

Department = Modern & Classical Language

	N	Mean	Std. Deviation
direction the university is moving	11	3.3636	1.28629
quality of faculty	11	3.7273	1.19087
congeniality of colleagues	11	3.6364	1.20605
quality of preparation of students in your classes	11	3.0000	1.00000
quality of performance of students in your classes	11	3.5455	.93420
overall satisfaction with being a Missouri State faculty member	11	3.9091	.94388
quality of performance of Equal Opportunity Officer	11	3.0909	.83121
extent to which EO policies are observed in hiring of faculty & staff	9	2.6667	.86603
Extent to which EO policies are observed in the hiring of administrators	8	2.5000	1.19523
Classroom facilities	11	2.6364	1.28629
Personal office facilities	11	3.5455	.93420
computer support to faculty	11	3.5455	1.03573
computer support for students	9	3.3333	.70711
Physical plant	11	2.7273	1.10371
custodial maintenance of facilities	11	2.9091	1.13618
personal and building security	10	3.2000	1.03280
Library holdings of books journals	11	3.0909	1.13618
Library facilities and support to faculty	9	3.6667	1.11803
Library facilities and support for students	9	3.4444	1.13039

ETC facilities and support to faculty	10	3.8000	.63246
ETC facilities and support to students	8	3.6250	.74402
Distance learning and Instructional technology facilities and support to faculty	8	2.6250	.91613
GA support for faculty	9	2.4444	.88192
Writing Center	9	3.2222	1.09291
faculty development through sabbaticals and educational leave	10	2.8000	1.22927
reimbursement for attending conventions conferences workshops	11	3.4545	1.21356
availability of research opportunities	10	3.2000	1.22927
support for research or literary publication	10	2.5000	.97183
Office of sponsored research and programs	8	2.5000	.75593
quality of student advisement	10	3.0000	.94281
efforts to attract diverse students	11	3.1818	.75076
clerical support for faculty	11	3.2727	1.27208
content of general university policies	10	3.2000	1.03280
procedures by which general university policies and priorities are made	10	2.9000	1.10050
procedures by which general university policies and priorities are communicated to faculty	11	2.9091	1.04447
degree to which administration follows written university policies	9	2.6667	1.11803
content of policies of your college	10	3.5000	.97183

procedures by which policies are made for your college	10	3.0000	1.15470
the way discretionary monies are used to reward merit equity	10	2.9000	1.37032
content of departmental policies	11	3.5455	1.03573
procedures by which department policies are made	11	3.5455	1.12815
quality of criteria used to make merit decisions in your department	11	3.4545	1.21356
quality of performance feedback provided by department head during scheduled performance reviews	10	3.5000	1.26930
extent to which promotion and tenure criteria are defined and made known	10	3.5000	1.26930
procedures by which promotion and tenure decisions are made	11	3.5455	1.12815
extent of feedback regarding reasons for promotion and tenure decisions	10	3.5000	1.26930
abolition of cost of living increases in favor of replacement pay for performance and equity	10	2.4000	1.71270
level of shared governance	10	2.8000	1.47573
teaching load	11	2.2727	.78625
differential teaching loads across campus	9	1.5556	.72648
assignment of your classes-- extent they match your interests and background	9	4.1111	1.16667
use and effect of per-course or unranked faculty in your department	10	2.8000	1.22927

committee assignments and duties	10	2.8000	1.31656
academic advisement load and duties	10	3.2000	1.31656
current nine month salary	11	3.0909	1.22103
future salary prospects	11	2.6364	1.43337
salary differentials that exist across Missouri State University	11	1.6364	.80904
procedures by which equity adjustment salary decisions are made	9	2.7778	1.48137
procedures by which performance and merit salary decisions are made	10	3.0000	1.41421
rate of pay for summer teaching	10	3.1000	1.19722
allocation of summer teaching	9	3.0000	1.41421
compensation for per-course faculty	8	2.1250	.83452
compensation for overload courses	9	3.1111	.92796
life insurance program	9	3.2222	.97183
medical and health benefits	11	2.7273	1.19087
retirement program	10	3.1000	1.52388
services and faculty use of Taylor health and wellness center	10	3.3000	1.41814
recreational services and facilities for faculty	11	2.6364	1.12006
general quality of performance of board of governors	10	3.2000	.63246
general quality of performance of university president	10	3.7000	1.25167
general quality of performance of provost	10	3.4000	1.17379
general quality of performance of associate provost	10	3.4000	1.17379

general quality of performance of assistants to university president	9	2.8889	.92796
general quality of performance of your college dean	10	3.6000	1.42984
general quality of performance of your college associate dean	9	3.5556	1.50923
general quality of performance of your department head	10	4.1000	1.37032
	4		

a. department = modern & classical language

Department = Music

	N	Mean	Std. Deviation
direction the university is moving	16	3.1250	.95743
quality of faculty	16	4.1875	.75000
congeniality of colleagues	16	3.5625	1.09354
quality of preparation of students in your classes	15	2.7333	1.22280
quality of performance of students in your classes	16	3.3125	1.07819
overall satisfaction with being a Missouri State faculty member	16	3.1250	1.25831
quality of performance of Equal Opportunity Officer	13	3.1538	1.21423
extent to which EO policies are observed in hiring of faculty & staff	12	3.4167	1.16450
Extent to which EO policies are observed in the hiring of administrators	12	3.4167	1.16450
Classroom facilities	16	1.8750	.95743
Personal office facilities	16	2.6250	1.45488

computer support to faculty	16	3.9375	.77190
computer support for students	13	4.0000	.91287
Physical plant	16	2.3125	1.07819
custodial maintenance of facilities	16	2.9375	1.38894
personal and building security	15	3.1333	1.35576
Library holdings of books journals	16	2.8125	1.16726
Library facilities and support to faculty	15	3.8667	.74322
Library facilities and support for students	14	3.7857	.89258
ETC facilities and support to faculty	14	3.6429	1.00821
ETC facilities and support to students	12	3.6667	.88763
Distance learning and instructional technology facilities and support to faculty	11	3.3636	.92442
GA support for faculty	13	2.4615	1.39137
Writing Center	12	3.2500	.96531
faculty development through sabbaticals and educational leave	14	3.0714	.99725
reimbursement for attending conventions conferences workshops	15	1.6667	.61721
availability of research opportunities	13	2.7692	1.01274
support for research or literary publication	13	2.2308	1.30089
Office of sponsored research and programs	12	2.6667	.98473
quality of student advisement	15	3.6667	1.23443
efforts to attract diverse students	15	3.2667	.88372
clerical support for faculty	14	2.7857	1.36880

content of general university policies	16	3.3125	.79320
procedures by which general university policies and priorities are made	15	3.1333	.91548
procedures by which general university policies and priorities are communicated to faculty	16	3.1250	1.02470
degree to which administration follows written university policies	16	2.6875	1.40089
content of policies of your college	16	3.3750	.80623
procedures by which policies are made for your college	16	3.2500	.93095
the way discretionary monies are used to reward merit equity	16	2.6875	1.19548
content of departmental policies	16	3.3750	.95743
procedures by which department policies are made	16	3.3750	.80623
quality of criteria used to make merit decisions in your department	16	2.9375	1.06262
quality of performance feedback provided by department head during scheduled performance reviews	14	2.9286	.99725
extent to which promotion and tenure criteria are defined and made known	15	3.4000	1.24212
procedures by which promotion and tenure decisions are made	15	3.0667	1.09978
extent of feedback regarding reasons for promotion and tenure decisions	15	3.0667	1.09978

abolition of cost of living increases in favor of replacement pay for performance and equity	15	2.2000	1.32017
level of shared governance	15	2.8000	1.20712
teaching load	16	2.2500	1.23828
differential teaching loads across campus	16	1.5000	.89443
assignment of your classes-- extent they match your interests and background	16	4.0625	.99791
use and effect of per-course or unranked faculty in your department	15	2.7333	1.48645
committee assignments and duties	16	3.4375	1.09354
academic advisement load and duties	15	3.8000	.86189
current nine month salary	16	2.8750	1.25831
future salary prospects	16	2.5625	1.09354
salary differentials that exist across Missouri State University	16	1.5625	.89209
procedures by which equity adjustment salary decisions are made	16	3.0000	1.26491
procedures by which performance and merit salary decisions are made	16	2.8125	1.22304
rate of pay for summer teaching	14	2.5714	1.01635
allocation of summer teaching	14	3.0714	1.07161
compensation for per-course faculty	14	2.5714	.93761
compensation for overload courses	14	2.0000	1.17670
life insurance program	15	3.6000	.82808
medical and health benefits	15	2.9333	1.27988

retirement program	14	3.2143	.97496
services and faculty use of Taylor health and wellness center	14	4.0000	.67937
recreational services and facilities for faculty	13	3.4615	.96742
general quality of performance of board of governors	15	3.3333	.81650
general quality of performance of university president	15	3.3333	1.23443
general quality of performance of provost	16	2.8125	1.16726
general quality of performance of associate provost	14	3.6429	.74495
general quality of performance of assistants to university president	14	3.5000	.65044
general quality of performance of your college dean	16	3.4375	1.31498
general quality of performance of your college associate dean	14	3.2857	1.43734
general quality of performance of your department head	16	3.3750	1.25831
	9		

a. department = music

Department = Nursing

	N	Mean	Std. Deviation
direction the university is moving	9	3.6667	.70711
quality of faculty	10	3.8000	.42164
congeniality of colleagues	10	4.0000	.66667
quality of preparation of students in your classes	10	3.8000	.78881
quality of performance of students in your classes	10	4.0000	.47140
overall satisfaction with being a Missouri State faculty member	10	4.0000	.00000
quality of performance of Equal Opportunity Officer	9	3.7778	.44096
extent to which EO policies are observed in hiring of faculty & staff	9	3.7778	.44096
Extent to which EO policies are observed in the hiring of administrators	9	3.7778	.44096
Classroom facilities	10	2.3000	1.33749
Personal office facilities	10	3.7000	1.05935
computer support to faculty	10	3.7000	.67495
computer support for students	8	3.6250	.74402
Physical plant	9	3.7778	.66667
custodial maintenance of facilities	9	3.8889	.92796
personal and building security	8	3.8750	.64087
Library holdings of books journals	10	3.5000	.70711
Library facilities and support to faculty	10	3.9000	.31623
Library facilities and support for students	9	4.0000	.50000

ETC facilities and support to faculty	8	4.0000	.53452
ETC facilities and support to students	8	4.0000	.53452
Distance learning and Instructional technology facilities and support to faculty	9	3.3333	1.22474
GA support for faculty	9	3.4444	.72648
Writing Center	9	3.2222	.66667
faculty development through sabbaticals and educational leave	7	3.5714	.53452
reimbursement for attending conventions conferences workshops	9	3.2222	1.39443
availability of research opportunities	8	3.6250	.74402
support for research or literary publication	8	3.1250	.99103
Office of sponsored research and programs	8	3.7500	.70711
quality of student advisement	9	3.7778	.44096
efforts to attract diverse students	10	3.8000	.42164
clerical support for faculty	10	4.0000	.66667
content of general university policies	9	3.7778	.83333
procedures by which general university policies and priorities are made	10	3.4000	1.17379
procedures by which general university policies and priorities are communicated to faculty	10	3.5000	1.08012
degree to which administration follows written university policies	10	3.7000	.82327
content of policies of your college	9	3.8889	.60093

procedures by which policies are made for your college	9	3.8889	.60093
the way discretionary monies are used to reward merit equity	9	3.2222	.44096
content of departmental policies	9	3.8889	.60093
procedures by which department policies are made	9	3.6667	.86603
quality of criteria used to make merit decisions in your department	9	3.5556	.72648
quality of performance feedback provided by department head during scheduled performance reviews	9	3.7778	.66667
extent to which promotion and tenure criteria are defined and made known	10	4.0000	.66667
procedures by which promotion and tenure decisions are made	10	3.9000	.56765
extent of feedback regarding reasons for promotion and tenure decisions	9	3.5556	.88192
abolition of cost of living increases in favor of replacement pay for performance and equity	9	2.7778	.97183
level of shared governance	8	3.7500	.70711
teaching load	10	3.2000	1.03280
differential teaching loads across campus	8	2.8750	.35355
assignment of your classes-- extent they match your interests and background	10	4.1000	.73786
use and effect of per-course or unranked faculty in your department	9	3.6667	.70711

committee assignments and duties	10	3.6000	.69921
academic advisement load and duties	9	3.8889	.78174
current nine month salary	9	2.7778	1.56347
future salary prospects	10	2.7000	1.33749
salary differentials that exist across Missouri State University	9	2.2222	1.20185
procedures by which equity adjustment salary decisions are made	8	2.5000	1.06904
procedures by which performance and merit salary decisions are made	8	3.3750	.74402
rate of pay for summer teaching	8	3.2500	.88641
allocation of summer teaching	9	3.5556	.52705
compensation for per-course faculty	9	3.3333	.70711
compensation for overload courses	8	3.0000	.92582
life insurance program	8	3.7500	.88641
medical and health benefits	9	2.7778	.97183
retirement program	8	3.2500	1.16496
services and faculty use of Taylor health and wellness center	9	3.4444	.52705
recreational services and facilities for faculty	8	3.2500	.46291
general quality of performance of board of governors	9	3.0000	.00000
general quality of performance of university president	9	3.2222	.66667
general quality of performance of provost	9	3.3333	.50000
general quality of performance of associate provost	8	3.3750	.74402

general quality of performance of assistants to university president	8	3.2500	.46291
general quality of performance of your college dean	9	3.7778	.66667
general quality of performance of your college associate dean	8	3.5000	.53452
general quality of performance of your department head	10	4.4000	.69921
	6		

a. department = nursing

Department = Philosophy

Results not reported due to insufficient sample size, N<5.

Department = Physical Therapy

	N	Mean	Std. Deviation
direction the university is moving	6	4.1667	.40825
quality of faculty	6	4.0000	.00000
congeniality of colleagues	6	4.3333	.51640
quality of preparation of students in your classes	6	3.6667	1.03280
quality of performance of students in your classes	6	3.5000	1.04881
overall satisfaction with being a Missouri State faculty member	6	4.0000	1.09545
quality of performance of Equal Opportunity Officer	6	3.8333	.75277
extent to which EO policies are observed in hiring of faculty & staff	6	4.0000	.89443

Extent to which EO policies are observed in the hiring of administrators	6	4.0000	.89443
Classroom facilities	6	4.5000	.54772
Personal office facilities	6	4.5000	.54772
computer support to faculty	6	4.3333	.51640
computer support for students	6	4.0000	.63246
Physical plant	6	4.3333	.51640
custodial maintenance of facilities	6	4.5000	.54772
personal and building security	6	4.3333	.51640
Library holdings of books journals	6	4.1667	.40825
Library facilities and support to faculty	6	4.1667	.40825
Library facilities and support for students	6	4.0000	.63246
ETC facilities and support to faculty	6	4.3333	.51640
ETC facilities and support to students	6	4.1667	.75277
Distance learning and Instructional technology facilities and support to faculty	5	4.0000	.70711
GA support for faculty	5	2.6000	1.14018
Writing Center	5	3.6000	.89443
faculty development through sabbaticals and educational leave	6	3.1667	.40825
reimbursement for attending conventions conferences workshops	6	4.0000	.00000
availability of research opportunities	6	3.8333	.40825
support for research or literary publication	6	3.5000	.83666

Office of sponsored research and programs	6	4.0000	.63246
quality of student advisement	6	4.1667	.40825
efforts to attract diverse students	6	4.1667	.40825
clerical support for faculty	6	4.5000	.54772
content of general university policies	6	3.5000	.83666
procedures by which general university policies and priorities are made	6	3.6667	1.03280
procedures by which general university policies and priorities are communicated to faculty	6	3.8333	.40825
degree to which administration follows written university policies	6	3.6667	.81650
content of policies of your college	6	3.3333	1.36626
procedures by which policies are made for your college	6	3.3333	1.36626
the way discretionary monies are used to reward merit equity	6	3.5000	.54772
content of departmental policies	6	4.1667	.40825
procedures by which department policies are made	6	4.5000	.54772
quality of criteria used to make merit decisions in your department	6	4.3333	.81650
quality of performance feedback provided by department head during scheduled performance reviews	6	4.5000	.54772
extent to which promotion and tenure criteria are defined and made known	6	4.5000	.83666
procedures by which promotion and tenure decisions are made	6	4.3333	.81650

extent of feedback regarding reasons for promotion and tenure decisions	6	4.3333	.81650
abolition of cost of living increases in favor of replacement pay for performance and equity	6	3.1667	.75277
level of shared governance	6	3.8333	.75277
teaching load	6	3.5000	1.37840
differential teaching loads across campus	6	2.1667	.75277
assignment of your classes-- extent they match your interests and background	6	4.0000	.89443
use and effect of per-course or unranked faculty in your department	6	3.5000	1.22474
committee assignments and duties	6	3.8333	.75277
academic advisement load and duties	5	4.0000	.70711
current nine month salary	4	4.0000	.00000
future salary prospects	6	3.3333	.81650
salary differentials that exist across Missouri State University	6	3.6667	.81650
procedures by which equity adjustment salary decisions are made	6	3.5000	.54772
procedures by which performance and merit salary decisions are made	6	3.5000	.54772
rate of pay for summer teaching	4	2.7500	.95743
allocation of summer teaching	4	3.2500	.50000
compensation for per-course faculty	5	3.2000	.83666
compensation for overload courses	6	2.5000	1.04881

life insurance program	6	3.6667	.51640
medical and health benefits	6	3.3333	1.03280
retirement program	6	3.3333	.81650
services and faculty use of Taylor health and wellness center	6	3.8333	.40825
recreational services and facilities for faculty	6	2.8333	.75277
general quality of performance of board of governors	6	3.8333	.40825
general quality of performance of university president	6	4.1667	.40825
general quality of performance of provost	6	3.8333	.75277
general quality of performance of associate provost	6	3.6667	1.03280
general quality of performance of assistants to university president	6	3.5000	.54772
general quality of performance of your college dean	6	3.1667	.75277
general quality of performance of your college associate dean	4	3.0000	.00000
general quality of performance of your department head	6	4.6667	.51640
	3		

a. department = physical therapy

Department = Physician Assistant Studies

Results not reported due to insufficient sample size, N<5.

Department = Physics & Astronomy

	N	Mean	Std. Deviation
direction the university is moving	6	3.3333	.81650
quality of faculty	6	4.5000	.54772
congeniality of colleagues	6	4.5000	.54772
quality of preparation of students in your classes	6	2.8333	.75277
quality of performance of students in your classes	6	3.3333	.51640
overall satisfaction with being a Missouri State faculty member	6	4.0000	1.09545
quality of performance of Equal Opportunity Officer	6	3.8333	.98319
extent to which EO policies are observed in hiring of faculty & staff	6	4.1667	.75277
Extent to which EO policies are observed in the hiring of administrators	6	3.8333	.98319
Classroom facilities	6	3.6667	.51640
Personal office facilities	6	3.6667	.51640
computer support to faculty	6	3.8333	.40825
computer support for students	4	3.5000	.57735
Physical plant	6	3.3333	.51640
custodial maintenance of facilities	6	3.8333	.98319
personal and building security	6	3.6667	1.03280
Library holdings of books journals	6	3.3333	.81650
Library facilities and support to faculty	6	4.0000	.63246
Library facilities and support for students	6	3.6667	.51640

ETC facilities and support to faculty	6	3.6667	.51640
ETC facilities and support to students	4	3.5000	.57735
Distance learning and Instructional technology facilities and support to faculty	5	3.6000	.54772
GA support for faculty	6	2.5000	1.37840
Writing Center	6	3.8333	.98319
faculty development through sabbaticals and educational leave	6	3.5000	.54772
reimbursement for attending conventions conferences workshops	6	3.1667	1.32916
availability of research opportunities	6	3.5000	.83666
support for research or literary publication	6	3.1667	.75277
Office of sponsored research and programs	6	3.6667	.81650
quality of student advisement	5	3.4000	.89443
efforts to attract diverse students	5	3.4000	.89443
clerical support for faculty	6	3.8333	.98319
content of general university policies	6	3.3333	1.21106
procedures by which general university policies and priorities are made	6	3.0000	1.09545
procedures by which general university policies and priorities are communicated to faculty	6	3.3333	1.63299
degree to which administration follows written university policies	6	3.3333	1.03280
content of policies of your college	6	3.3333	1.03280

procedures by which policies are made for your college	6	3.1667	1.16905
the way discretionary monies are used to reward merit equity	5	2.8000	1.78885
content of departmental policies	6	3.3333	1.21106
procedures by which department policies are made	6	3.8333	.75277
quality of criteria used to make merit decisions in your department	6	3.3333	1.36626
quality of performance feedback provided by department head during scheduled performance reviews	6	3.3333	1.50555
extent to which promotion and tenure criteria are defined and made known	6	4.0000	.63246
procedures by which promotion and tenure decisions are made	6	3.6667	.51640
extent of feedback regarding reasons for promotion and tenure decisions	5	3.6000	.54772
abolition of cost of living increases in favor of replacement pay for performance and equity	6	2.5000	1.22474
level of shared governance	6	2.8333	1.16905
teaching load	6	3.5000	.83666
differential teaching loads across campus	6	2.8333	1.16905
assignment of your classes-- extent they match your interests and background	6	4.5000	.54772
use and effect of per-course or unranked faculty in your department	6	3.5000	.83666

committee assignments and duties	6	3.3333	.81650
academic advisement load and duties	6	3.8333	.75277
current nine month salary	6	3.3333	1.21106
future salary prospects	6	3.0000	.89443
salary differentials that exist across Missouri State University	6	2.6667	1.50555
procedures by which equity adjustment salary decisions are made	6	2.3333	1.36626
procedures by which performance and merit salary decisions are made	6	2.3333	1.36626
rate of pay for summer teaching	6	3.1667	.75277
allocation of summer teaching	6	4.0000	.63246
compensation for per-course faculty	6	3.1667	.75277
compensation for overload courses	6	3.3333	.51640
life insurance program	6	3.6667	.51640
medical and health benefits	6	4.0000	.89443
retirement program	6	3.6667	.81650
services and faculty use of Taylor health and wellness center	6	4.6667	.51640
recreational services and facilities for faculty	6	3.6667	.51640
general quality of performance of board of governors	6	3.5000	.83666
general quality of performance of university president	6	3.8333	.75277
general quality of performance of provost	6	3.3333	1.21106
general quality of performance of associate provost	6	3.3333	1.36626

general quality of performance of assistants to university president	6	3.6667	.81650
general quality of performance of your college dean	6	2.8333	1.60208
general quality of performance of your college associate dean	6	4.0000	.89443
general quality of performance of your department head	6	3.5000	1.22474
	4		

a. department = physics & astronomy

Department = Political Science

	N	Mean	Std. Deviation
direction the university is moving	9	3.6667	1.00000
quality of faculty	10	3.9000	.73786
congeniality of colleagues	10	4.7000	.48305
quality of preparation of students in your classes	10	2.7000	.82327
quality of performance of students in your classes	10	2.8000	.78881
overall satisfaction with being a Missouri State faculty member	9	3.6667	.86603
quality of performance of Equal Opportunity Officer	9	3.2222	.97183
extent to which EO policies are observed in hiring of faculty & staff	9	3.3333	.70711
Extent to which EO policies are observed in the hiring of administrators	9	2.8889	1.16667
Classroom facilities	10	4.6000	.51640
Personal office facilities	10	4.7000	.48305

computer support to faculty	10	4.4000	.84327
computer support for students	9	4.2222	.97183
Physical plant	9	4.2222	.66667
custodial maintenance of facilities	9	4.1111	1.05409
personal and building security	9	4.1111	1.05409
Library holdings of books journals	9	3.3333	1.22474
Library facilities and support to faculty	9	4.0000	.86603
Library facilities and support for students	9	3.8889	.92796
ETC facilities and support to faculty	9	3.3333	.70711
ETC facilities and support to students	8	3.2500	.70711
Distance learning and Instructional technology facilities and support to faculty	9	3.3333	.50000
GA support for faculty	9	3.6667	1.00000
Writing Center	9	3.1111	.92796
faculty development through sabbaticals and educational leave	9	3.4444	.88192
reimbursement for attending conventions conferences workshops	9	2.7778	1.20185
availability of research opportunities	9	3.2222	1.09291
support for research or literary publication	9	2.6667	1.22474
Office of sponsored research and programs	9	3.2222	.66667
quality of student advisement	9	3.5556	.52705
efforts to attract diverse students	9	3.1111	.92796
clerical support for faculty	9	4.3333	.50000

content of general university policies	9	3.5556	.88192
procedures by which general university policies and priorities are made	10	2.5000	1.17851
procedures by which general university policies and priorities are communicated to faculty	10	2.5000	1.26930
degree to which administration follows written university policies	9	2.6667	1.00000
content of policies of your college	9	2.8889	1.16667
procedures by which policies are made for your college	9	2.8889	1.16667
the way discretionary monies are used to reward merit equity	9	2.8889	1.05409
content of departmental policies	9	4.0000	.70711
procedures by which department policies are made	9	4.3333	.50000
quality of criteria used to make merit decisions in your department	9	4.3333	.70711
quality of performance feedback provided by department head during scheduled performance reviews	9	3.8889	.60093
extent to which promotion and tenure criteria are defined and made known	9	4.4444	.52705
procedures by which promotion and tenure decisions are made	9	4.3333	.70711
extent of feedback regarding reasons for promotion and tenure decisions	9	4.3333	.70711

abolition of cost of living increases in favor of replacement pay for performance and equity	8	3.6250	1.30247
level of shared governance	9	2.3333	1.11803
teaching load	9	2.8889	1.26930
differential teaching loads across campus	9	3.0000	.86603
assignment of your classes-- extent they match your interests and background	9	4.2222	1.09291
use and effect of per-course or unranked faculty in your department	9	3.0000	1.22474
committee assignments and duties	9	3.6667	.70711
academic advisement load and duties	9	3.1111	.92796
current nine month salary	9	2.5556	1.42400
future salary prospects	9	2.1111	1.26930
salary differentials that exist across Missouri State University	9	2.3333	1.11803
procedures by which equity adjustment salary decisions are made	9	2.8889	1.05409
procedures by which performance and merit salary decisions are made	9	3.2222	.97183
rate of pay for summer teaching	9	2.6667	1.22474
allocation of summer teaching	9	3.4444	.72648
compensation for per-course faculty	9	2.8889	1.16667
compensation for overload courses	9	2.8889	1.05409
life insurance program	9	3.5556	.52705
medical and health benefits	9	2.1111	1.16667

retirement program	9	2.5556	1.50923
services and faculty use of Taylor health and wellness center	9	3.5556	.88192
recreational services and facilities for faculty	9	3.3333	.86603
general quality of performance of board of governors	9	3.3333	1.11803
general quality of performance of university president	9	3.5556	1.13039
general quality of performance of provost	9	2.6667	.86603
general quality of performance of associate provost	9	3.0000	1.00000
general quality of performance of assistants to university president	9	3.1111	.60093
general quality of performance of your college dean	9	4.0000	1.00000
general quality of performance of your college associate dean	7	3.7143	.75593
general quality of performance of your department head	9	3.8889	1.16667
	6		

a. department = political science

Department = Psychology

	N	Mean	Std. Deviation
direction the university is moving	18	3.7778	.64676
quality of faculty	19	4.2632	.65338
congeniality of colleagues	19	4.5263	.69669
quality of preparation of students in your classes	19	3.2632	.65338
quality of performance of students in your classes	19	3.1579	.89834
overall satisfaction with being a Missouri State faculty member	19	4.0526	.62126
quality of performance of Equal Opportunity Officer	15	3.8000	.77460
extent to which EO policies are observed in hiring of faculty & staff	18	3.8333	.70711
Extent to which EO policies are observed in the hiring of administrators	16	3.3750	.80623
Classroom facilities	19	3.0000	.88192
Personal office facilities	19	3.1053	1.10024
computer support to faculty	19	4.3158	.74927
computer support for students	16	4.1875	.65511
Physical plant	19	3.0000	1.20185
custodial maintenance of facilities	19	3.6316	.83070
personal and building security	18	4.0000	.68599
Library holdings of books journals	19	3.6316	.59726
Library facilities and support to faculty	19	4.0000	.57735
Library facilities and support for students	17	3.9412	.55572

ETC facilities and support to faculty	19	4.1579	.60214
ETC facilities and support to students	14	3.9286	.47463
Distance learning and Instructional technology facilities and support to faculty	15	3.1333	.51640
GA support for faculty	17	3.1176	1.11144
Writing Center	16	3.7500	.85635
faculty development through sabbaticals and educational leave	17	3.4706	.87447
reimbursement for attending conventions conferences workshops	18	2.0556	.80237
availability of research opportunities	18	3.5000	.78591
support for research or literary publication	19	2.6842	.94591
Office of sponsored research and programs	16	3.0625	.92871
quality of student advisement	19	4.2632	.73349
efforts to attract diverse students	18	3.4444	.92178
clerical support for faculty	19	4.0000	1.20185
content of general university policies	19	3.4737	.69669
procedures by which general university policies and priorities are made	17	3.0000	.86603
procedures by which general university policies and priorities are communicated to faculty	19	3.0526	.77986
degree to which administration follows written university policies	19	3.1579	1.01451
content of policies of your college	18	3.6111	.60768

procedures by which policies are made for your college	19	3.3684	.83070
the way discretionary monies are used to reward merit equity	17	3.2941	.58787
content of departmental policies	19	3.9474	.70504
procedures by which department policies are made	19	3.8421	.95819
quality of criteria used to make merit decisions in your department	19	3.7368	.99119
quality of performance feedback provided by department head during scheduled performance reviews	19	4.0000	.94281
extent to which promotion and tenure criteria are defined and made known	19	4.3684	.68399
procedures by which promotion and tenure decisions are made	19	3.9474	.84811
extent of feedback regarding reasons for promotion and tenure decisions	18	3.8889	.83235
abolition of cost of living increases in favor of replacement pay for performance and equity	19	2.6316	1.30002
level of shared governance	18	3.0556	.93760
teaching load	19	3.3684	1.01163
differential teaching loads across campus	19	2.4737	.90483
assignment of your classes-- extent they match your interests and background	19	4.4737	.61178
use and effect of per-course or unranked faculty in your department	19	3.4211	.90159

committee assignments and duties	19	3.3684	.89508
academic advisement load and duties	19	3.8421	.76472
current nine month salary	19	3.0000	1.05409
future salary prospects	19	2.3158	.88523
salary differentials that exist across Missouri State University	19	2.0526	.91127
procedures by which equity adjustment salary decisions are made	19	2.5789	.83771
procedures by which performance and merit salary decisions are made	19	3.0526	.97032
rate of pay for summer teaching	19	2.4737	.90483
allocation of summer teaching	18	3.6667	.76696
compensation for per-course faculty	14	2.5714	1.01635
compensation for overload courses	17	2.4706	.94324
life insurance program	18	3.8889	.58298
medical and health benefits	19	3.1053	1.14962
retirement program	19	3.5789	.76853
services and faculty use of Taylor health and wellness center	18	4.1111	.75840
recreational services and facilities for faculty	16	3.3125	1.30224
general quality of performance of board of governors	17	3.0588	.74755
general quality of performance of university president	19	3.5789	.90159
general quality of performance of provost	19	2.9474	.97032
general quality of performance of associate provost	17	3.1765	1.18508

general quality of performance of assistants to university president	14	3.0714	.82874
general quality of performance of your college dean	19	4.0000	1.10554
general quality of performance of your college associate dean	14	3.6429	.92878
general quality of performance of your department head	19	3.9474	1.31122
	7		

a. department = psychology

Department = Reading, Foundations & Technology

	N	Mean	Std. Deviation
direction the university is moving	8	3.1250	1.24642
quality of faculty	8	3.8750	.64087
congeniality of colleagues	8	3.8750	.99103
quality of preparation of students in your classes	8	3.6250	.91613
quality of performance of students in your classes	8	3.8750	.83452
overall satisfaction with being a Missouri State faculty member	8	3.6250	.91613
quality of performance of Equal Opportunity Officer	7	3.7143	.75593
extent to which EO policies are observed in hiring of faculty & staff	7	3.2857	1.38013
Extent to which EO policies are observed in the hiring of administrators	7	2.8571	1.46385
Classroom facilities	8	3.3750	1.30247
Personal office facilities	8	3.3750	1.18773

computer support to faculty	8	3.5000	1.30931
computer support for students	8	3.6250	.51755
Physical plant	8	2.2500	1.03510
custodial maintenance of facilities	8	3.6250	1.18773
personal and building security	8	3.8750	.64087
Library holdings of books journals	8	4.3750	.51755
Library facilities and support to faculty	8	4.5000	.53452
Library facilities and support for students	8	4.3750	.51755
ETC facilities and support to faculty	8	3.5000	1.19523
ETC facilities and support to students	8	3.5000	1.19523
Distance learning and Instructional technology facilities and support to faculty	7	3.8571	.69007
GA support for faculty	8	3.6250	1.30247
Writing Center	7	4.0000	.81650
faculty development through sabbaticals and educational leave	7	3.7143	.95119
reimbursement for attending conventions conferences workshops	8	3.5000	1.06904
availability of research opportunities	8	3.7500	1.03510
support for research or literary publication	8	3.1250	.83452
Office of sponsored research and programs	8	3.1250	.99103
quality of student advisement	8	4.0000	.75593
efforts to attract diverse students	8	3.3750	.91613
clerical support for faculty	8	4.0000	.75593

content of general university policies	7	3.0000	1.15470
procedures by which general university policies and priorities are made	7	3.0000	1.00000
procedures by which general university policies and priorities are communicated to faculty	7	2.7143	1.11270
degree to which administration follows written university policies	7	2.7143	1.11270
content of policies of your college	7	3.5714	.97590
procedures by which policies are made for your college	7	2.7143	1.11270
the way discretionary monies are used to reward merit equity	8	2.0000	1.19523
content of departmental policies	8	3.2500	.70711
procedures by which department policies are made	8	3.2500	.88641
quality of criteria used to make merit decisions in your department	8	2.8750	1.24642
quality of performance feedback provided by department head during scheduled performance reviews	8	2.8750	1.24642
extent to which promotion and tenure criteria are defined and made known	8	3.3750	1.06066
procedures by which promotion and tenure decisions are made	8	3.5000	.92582
extent of feedback regarding reasons for promotion and tenure decisions	7	3.4286	.97590

abolition of cost of living increases in favor of replacement pay for performance and equity	8	2.1250	1.45774
level of shared governance	8	3.1250	.83452
teaching load	8	3.1250	1.55265
differential teaching loads across campus	8	2.1250	1.12599
assignment of your classes-- extent they match your interests and background	8	3.7500	1.48805
use and effect of per-course or unranked faculty in your department	8	2.7500	1.16496
committee assignments and duties	8	3.5000	.75593
academic advisement load and duties	8	3.3750	1.18773
current nine month salary	8	2.3750	1.30247
future salary prospects	8	2.5000	1.19523
salary differentials that exist across Missouri State University	8	1.3750	.51755
procedures by which equity adjustment salary decisions are made	8	1.5000	.92582
procedures by which performance and merit salary decisions are made	8	2.0000	1.19523
rate of pay for summer teaching	8	3.1250	1.55265
allocation of summer teaching	8	3.7500	.88641
compensation for per-course faculty	6	3.0000	.63246
compensation for overload courses	8	3.0000	1.51186
life insurance program	8	3.5000	1.06904
medical and health benefits	8	3.0000	1.41421

retirement program	8	3.6250	.74402
services and faculty use of Taylor health and wellness center	7	3.2857	1.38013
recreational services and facilities for faculty	8	3.6250	.74402
general quality of performance of board of governors	7	3.4286	.97590
general quality of performance of university president	7	3.1429	1.21499
general quality of performance of provost	8	2.7500	1.48805
general quality of performance of associate provost	8	3.7500	1.28174
general quality of performance of assistants to university president	7	3.5714	.53452
general quality of performance of your college dean	8	4.0000	1.30931
general quality of performance of your college associate dean	8	3.2500	1.58114
general quality of performance of your department head	8	3.0000	1.69031
	5		

a. department = reading, foundations & technology

Department = Religious Studies

	N	Mean	Std. Deviation
direction the university is moving	11	3.5455	.82020
quality of faculty	11	4.0909	.53936
congeniality of colleagues	11	4.1818	.87386
quality of preparation of students in your classes	10	2.4000	.84327
quality of performance of students in your classes	10	3.4000	.69921
overall satisfaction with being a Missouri State faculty member	11	3.8182	.75076
quality of performance of Equal Opportunity Officer	9	3.6667	1.00000
extent to which EO policies are observed in hiring of faculty & staff	9	3.8889	.92796
Extent to which EO policies are observed in the hiring of administrators	9	3.8889	.92796
Classroom facilities	11	4.4545	.68755
Personal office facilities	11	4.6364	.50452
computer support to faculty	11	4.3636	.50452
computer support for students	9	4.2222	.83333
Physical plant	11	3.7273	1.10371
custodial maintenance of facilities	11	3.3636	1.12006
personal and building security	11	4.1818	.60302
Library holdings of books journals	11	2.3636	.92442
Library facilities and support to faculty	11	3.2727	1.00905
Library facilities and support for students	9	3.8889	.78174

ETC facilities and support to faculty	10	3.5000	.84984
ETC facilities and support to students	9	3.6667	.70711
Distance learning and Instructional technology facilities and support to faculty	7	3.4286	.53452
GA support for faculty	10	2.9000	1.44914
Writing Center	10	2.7000	1.33749
faculty development through sabbaticals and educational leave	10	2.9000	.99443
reimbursement for attending conventions conferences workshops	11	2.4545	.93420
availability of research opportunities	9	3.4444	.52705
support for research or literary publication	11	2.0909	.94388
Office of sponsored research and programs	10	2.8000	.63246
quality of student advisement	10	3.9000	.56765
efforts to attract diverse students	10	3.6000	.96609
clerical support for faculty	10	3.6000	1.50555
content of general university policies	9	3.4444	1.01379
procedures by which general university policies and priorities are made	10	3.4000	.96609
procedures by which general university policies and priorities are communicated to faculty	10	3.5000	.84984
degree to which administration follows written university policies	10	3.3000	.82327
content of policies of your college	10	3.1000	.73786

procedures by which policies are made for your college	10	2.9000	.73786
the way discretionary monies are used to reward merit equity	10	2.5000	1.26930
content of departmental policies	10	3.8000	.63246
procedures by which department policies are made	10	3.4000	.96609
quality of criteria used to make merit decisions in your department	10	3.4000	1.42984
quality of performance feedback provided by department head during scheduled performance reviews	10	3.8000	.91894
extent to which promotion and tenure criteria are defined and made known	11	4.1818	.87386
procedures by which promotion and tenure decisions are made	10	4.0000	.81650
extent of feedback regarding reasons for promotion and tenure decisions	10	3.9000	.73786
abolition of cost of living increases in favor of replacement pay for performance and equity	10	2.4000	1.34990
level of shared governance	10	3.4000	.96609
teaching load	11	2.8182	.98165
differential teaching loads across campus	10	2.0000	.81650
assignment of your classes-- extent they match your interests and background	11	3.9091	.94388
use and effect of per-course or unranked faculty in your department	10	3.8000	.78881

committee assignments and duties	10	3.3000	1.05935
academic advisement load and duties	10	3.2000	.91894
current nine month salary	10	3.0000	1.15470
future salary prospects	10	2.4000	1.07497
salary differentials that exist across Missouri State University	10	2.0000	.81650
procedures by which equity adjustment salary decisions are made	10	2.4000	1.26491
procedures by which performance and merit salary decisions are made	10	2.4000	1.26491
rate of pay for summer teaching	10	2.4000	1.17379
allocation of summer teaching	10	3.1000	.87560
compensation for per-course faculty	10	2.6000	1.07497
compensation for overload courses	10	2.2000	1.31656
life insurance program	11	3.3636	.67420
medical and health benefits	11	2.4545	.68755
retirement program	11	3.2727	.90453
services and faculty use of Taylor health and wellness center	11	3.8182	.98165
recreational services and facilities for faculty	10	3.5000	.97183
general quality of performance of board of governors	10	3.2000	.91894
general quality of performance of university president	10	3.4000	1.26491
general quality of performance of provost	10	2.9000	1.19722
general quality of performance of associate provost	10	3.3000	.94868

general quality of performance of assistants to university president	9	3.2222	.44096
general quality of performance of your college dean	11	4.1818	.98165
general quality of performance of your college associate dean	8	4.2500	.88641
general quality of performance of your department head	11	3.9091	1.30035
	4		

a. department = religious studies

Department = School of Social Work

Results not reported due to insufficient sample size, N <5

Department = Sociology, Anthropology & Criminology

	N	Mean	Std. Deviation
direction the university is moving	6	2.5000	1.37840
quality of faculty	6	3.8333	.40825
congeniality of colleagues	6	4.1667	.98319
quality of preparation of students in your classes	6	3.8333	.40825
quality of performance of students in your classes	6	3.8333	.40825
overall satisfaction with being a Missouri State faculty member	6	3.0000	.89443
quality of performance of Equal Opportunity Officer	5	3.0000	.70711
extent to which EO policies are observed in hiring of faculty & staff	6	3.5000	.83666

Extent to which EO policies are observed in the hiring of administrators	5	3.4000	.54772
Classroom facilities	6	4.5000	.54772
Personal office facilities	6	4.6667	.51640
computer support to faculty	6	4.3333	.51640
computer support for students	4	4.2500	.95743
Physical plant	6	3.6667	.51640
custodial maintenance of facilities	6	3.8333	.40825
personal and building security	6	4.0000	.00000
Library holdings of books journals	6	3.1667	1.32916
Library facilities and support to faculty	6	3.6667	1.03280
Library facilities and support for students	5	3.2000	.83666
ETC facilities and support to faculty	6	3.5000	1.04881
ETC facilities and support to students	5	3.2000	.44721
Distance learning and Instructional technology facilities and support to faculty	4	3.0000	.00000
GA support for faculty	4	3.5000	1.00000
Writing Center	4	3.2500	.50000
faculty development through sabbaticals and educational leave	6	3.3333	.51640
reimbursement for attending conventions conferences workshops	6	2.8333	1.47196
availability of research opportunities	5	3.8000	1.09545
support for research or literary publication	6	3.1667	.98319

Office of sponsored research and programs	5	3.2000	.44721
quality of student advisement	6	3.0000	1.09545
efforts to attract diverse students	6	3.0000	.63246
clerical support for faculty	6	4.3333	.81650
content of general university policies	6	3.3333	.81650
procedures by which general university policies and priorities are made	6	2.6667	1.21106
procedures by which general university policies and priorities are communicated to faculty	6	3.0000	1.09545
degree to which administration follows written university policies	6	3.1667	1.16905
content of policies of your college	6	3.3333	.81650
procedures by which policies are made for your college	6	3.3333	.81650
the way discretionary monies are used to reward merit equity	6	2.8333	1.16905
content of departmental policies	6	3.6667	1.03280
procedures by which department policies are made	6	3.8333	1.16905
quality of criteria used to make merit decisions in your department	6	3.5000	1.04881
quality of performance feedback provided by department head during scheduled performance reviews	6	4.1667	.75277
extent to which promotion and tenure criteria are defined and made known	6	4.3333	.51640
procedures by which promotion and tenure decisions are made	6	3.5000	1.22474

extent of feedback regarding reasons for promotion and tenure decisions	5	3.6000	.89443
abolition of cost of living increases in favor of replacement pay for performance and equity	6	2.5000	1.37840
level of shared governance	6	2.5000	1.37840
teaching load	6	2.6667	1.50555
differential teaching loads across campus	5	2.6000	1.14018
assignment of your classes-- extent they match your interests and background	6	4.3333	.51640
use and effect of per-course or unranked faculty in your department	6	3.5000	1.22474
committee assignments and duties	6	3.3333	1.21106
academic advisement load and duties	6	2.6667	1.21106
current nine month salary	6	3.0000	.89443
future salary prospects	6	2.5000	1.04881
salary differentials that exist across Missouri State University	6	2.1667	.98319
procedures by which equity adjustment salary decisions are made	6	2.5000	1.04881
procedures by which performance and merit salary decisions are made	6	2.3333	1.21106
rate of pay for summer teaching	6	3.3333	1.03280
allocation of summer teaching	6	3.6667	.81650
compensation for per-course faculty	6	2.6667	1.03280
compensation for overload courses	6	3.0000	.63246

life insurance program	6	3.5000	.54772
medical and health benefits	6	2.5000	1.22474
retirement program	6	3.1667	.98319
services and faculty use of Taylor health and wellness center	6	4.1667	.40825
recreational services and facilities for faculty	5	3.8000	.83666
general quality of performance of board of governors	6	1.8333	.98319
general quality of performance of university president	6	2.8333	2.04124
general quality of performance of provost	6	1.5000	.83666
general quality of performance of associate provost	5	3.8000	1.30384
general quality of performance of assistants to university president	5	3.6000	.89443
general quality of performance of your college dean	6	3.3333	1.03280
general quality of performance of your college associate dean	4	3.7500	.95743
general quality of performance of your department head	6	3.8333	1.16905
	3		

a. department = sociology, anthropology & criminology

Department = Sports Medicine & Athletic Training

Results not reported due to insufficient sample size, N <5.

Department = Technology & Construction Management

	N	Mean	Std. Deviation
direction the university is moving	5	3.6000	.89443
quality of faculty	5	4.0000	.70711
congeniality of colleagues	5	4.0000	1.00000
quality of preparation of students in your classes	5	2.8000	.83666
quality of performance of students in your classes	5	2.8000	.83666
overall satisfaction with being a Missouri State faculty member	5	3.8000	.83666
quality of performance of Equal Opportunity Officer	5	3.8000	.83666
extent to which EO policies are observed in hiring of faculty & staff	5	4.0000	.70711
Extent to which EO policies are observed in the hiring of administrators	5	3.6000	1.14018
Classroom facilities	5	3.0000	1.58114
Personal office facilities	5	3.0000	1.58114
computer support to faculty	5	4.0000	.70711
computer support for students	5	3.8000	.83666
Physical plant	5	3.8000	1.09545
custodial maintenance of facilities	5	3.8000	1.09545
personal and building security	5	4.0000	.70711
Library holdings of books journals	5	4.2000	.44721
Library facilities and support to faculty	5	4.0000	.70711
Library facilities and support for students	5	4.0000	.70711

ETC facilities and support to faculty	5	4.0000	.70711
ETC facilities and support to students	5	3.8000	.83666
Distance learning and Instructional technology facilities and support to faculty	5	2.6000	1.51658
GA support for faculty	5	3.2000	1.48324
Writing Center	5	3.6000	.89443
faculty development through sabbaticals and educational leave	4	3.2500	1.25831
reimbursement for attending conventions conferences workshops	5	3.0000	1.41421
availability of research opportunities	5	3.6000	1.14018
support for research or literary publication	5	3.6000	1.14018
Office of sponsored research and programs	5	3.2000	1.30384
quality of student advisement	5	3.6000	1.14018
efforts to attract diverse students	5	3.2000	1.30384
clerical support for faculty	5	4.6000	.54772
content of general university policies	5	3.8000	.83666
procedures by which general university policies and priorities are made	5	3.6000	.89443
procedures by which general university policies and priorities are communicated to faculty	5	3.6000	.89443
degree to which administration follows written university policies	5	3.8000	.83666
content of policies of your college	5	3.6000	.89443

procedures by which policies are made for your college	5	3.4000	1.51658
the way discretionary monies are used to reward merit equity	5	2.6000	1.81659
content of departmental policies	5	3.2000	1.64317
procedures by which department policies are made	4	3.2500	1.70783
quality of criteria used to make merit decisions in your department	5	3.0000	1.58114
quality of performance feedback provided by department head during scheduled performance reviews	5	3.4000	1.14018
extent to which promotion and tenure criteria are defined and made known	5	3.0000	1.58114
procedures by which promotion and tenure decisions are made	5	3.0000	1.58114
extent of feedback regarding reasons for promotion and tenure decisions	5	3.0000	1.58114
abolition of cost of living increases in favor of replacement pay for performance and equity	5	3.0000	1.58114
level of shared governance	5	3.2000	1.09545
teaching load	5	3.6000	1.14018
differential teaching loads across campus	4	3.5000	1.29099
assignment of your classes-- extent they match your interests and background	5	3.2000	1.30384
use and effect of per-course or unranked faculty in your department	5	3.4000	1.14018

committee assignments and duties	5	3.6000	1.14018
academic advisement load and duties	5	4.2000	.83666
current nine month salary	5	3.4000	1.51658
future salary prospects	5	3.2000	1.64317
salary differentials that exist across Missouri State University	4	2.7500	1.25831
procedures by which equity adjustment salary decisions are made	4	2.7500	1.25831
procedures by which performance and merit salary decisions are made	4	2.5000	1.00000
rate of pay for summer teaching	4	2.7500	1.50000
allocation of summer teaching	4	3.7500	.50000
compensation for per-course faculty	3	3.6667	.57735
compensation for overload courses	5	3.0000	1.22474
life insurance program	5	3.8000	.83666
medical and health benefits	5	2.8000	1.78885
retirement program	5	3.4000	1.14018
services and faculty use of Taylor health and wellness center	5	4.4000	.54772
recreational services and facilities for faculty	5	3.2000	1.48324
general quality of performance of board of governors	4	3.7500	.95743
general quality of performance of university president	5	4.4000	.54772
general quality of performance of provost	5	3.2000	1.78885
general quality of performance of associate provost	5	3.8000	1.09545

general quality of performance of assistants to university president	4	3.7500	.95743
general quality of performance of your college dean	5	4.4000	.89443
general quality of performance of your college associate dean	5	4.4000	.54772
general quality of performance of your department head	5	4.0000	1.22474
	3		

a. department = technology & construction management

Department = Theatre & Dance

	N	Mean	Std. Deviation
direction the university is moving	8	2.7500	.70711
quality of faculty	8	3.7500	.70711
congeniality of colleagues	8	3.7500	.46291
quality of preparation of students in your classes	8	2.5000	.75593
quality of performance of students in your classes	8	2.7500	.88641
overall satisfaction with being a Missouri State faculty member	8	3.2500	.70711
quality of performance of Equal Opportunity Officer	8	3.5000	.75593
extent to which EO policies are observed in hiring of faculty & staff	8	3.7500	.88641
Extent to which EO policies are observed in the hiring of administrators	7	3.8571	.89974
Classroom facilities	8	2.2500	.88641
Personal office facilities	8	3.1250	.99103
computer support to faculty	8	4.1250	.35355

computer support for students	8	3.7500	.46291
Physical plant	8	2.5000	.92582
custodial maintenance of facilities	8	3.3750	1.18773
personal and building security	7	3.7143	.48795
Library holdings of books journals	8	3.1250	.99103
Library facilities and support to faculty	7	3.7143	.48795
Library facilities and support for students	7	3.7143	.48795
ETC facilities and support to faculty	7	3.7143	.48795
ETC facilities and support to students	7	3.7143	.48795
Distance learning and Instructional technology facilities and support to faculty	7	3.1429	.37796
GA support for faculty	7	2.4286	.53452
Writing Center	7	4.0000	.81650
faculty development through sabbaticals and educational leave	7	2.8571	.69007
reimbursement for attending conventions conferences workshops	7	3.1429	.89974
availability of research opportunities	7	3.4286	.53452
support for research or literary publication	7	2.7143	.75593
Office of sponsored research and programs	7	2.7143	.48795
quality of student advisement	8	3.6250	.74402
efforts to attract diverse students	7	3.0000	1.00000
clerical support for faculty	7	3.2857	.95119

content of general university policies	8	3.0000	.53452
procedures by which general university policies and priorities are made	8	2.7500	1.03510
procedures by which general university policies and priorities are communicated to faculty	8	2.5000	.92582
degree to which administration follows written university policies	7	2.7143	.75593
content of policies of your college	8	3.5000	.53452
procedures by which policies are made for your college	8	3.3750	.51755
the way discretionary monies are used to reward merit equity	7	2.2857	.75593
content of departmental policies	8	3.6250	.51755
procedures by which department policies are made	8	3.6250	.51755
quality of criteria used to make merit decisions in your department	7	3.2857	.75593
quality of performance feedback provided by department head during scheduled performance reviews	7	3.2857	.75593
extent to which promotion and tenure criteria are defined and made known	8	3.6250	.51755
procedures by which promotion and tenure decisions are made	7	3.2857	.75593
extent of feedback regarding reasons for promotion and tenure decisions	7	3.2857	.75593

abolition of cost of living increases in favor of replacement pay for performance and equity	7	2.0000	.81650
level of shared governance	7	2.5714	.97590
teaching load	8	2.3750	1.18773
differential teaching loads across campus	7	2.2857	.75593
assignment of your classes-- extent they match your interests and background	8	3.7500	.88641
use and effect of per-course or unranked faculty in your department	8	3.5000	.53452
committee assignments and duties	8	3.6250	.74402
academic advisement load and duties	7	3.2857	.75593
current nine month salary	7	3.2857	.95119
future salary prospects	7	2.5714	.78680
salary differentials that exist across Missouri State University	7	2.0000	.81650
procedures by which equity adjustment salary decisions are made	7	2.5714	.53452
procedures by which performance and merit salary decisions are made	7	2.5714	.53452
rate of pay for summer teaching	7	3.2857	.75593
allocation of summer teaching	7	3.2857	.48795
compensation for per-course faculty	7	2.2857	.75593
compensation for overload courses	7	2.1429	.89974
life insurance program	7	3.4286	.53452
medical and health benefits	8	2.2500	.88641

retirement program	8	3.3750	.51755
services and faculty use of Taylor health and wellness center	8	3.3750	.51755
recreational services and facilities for faculty	7	3.2857	.48795
general quality of performance of board of governors	7	2.8571	.37796
general quality of performance of university president	7	3.0000	.57735
general quality of performance of provost	7	3.1429	.69007
general quality of performance of associate provost	7	3.2857	.48795
general quality of performance of assistants to university president	7	2.8571	.37796
general quality of performance of your college dean	7	4.1429	.69007
general quality of performance of your college associate dean	7	3.7143	.95119
general quality of performance of your department head	7	4.4286	.53452
	7		

a. department = theatre & dance