

**Table 4**  
**Selected (Relevant) Results**  
**from the 2023 Faculty Survey**

The following statements will address the University salary and compensation policy			
How strongly do you agree/disagree with the following statements?			
Likert Scale with 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree.			
	2023		
	Response Rate	Mean	Standard Deviation
MSU provides competitive faculty wages	26.82%	2.13	1.14
MSU assesses and updates policies to reduce pay inequities by gender and race	26.82%	2.77	1.17
MSU assesses and publishes pay ranges, segmented by meaningful demographics	26.82%	2.93	1.08
MSU ensures that compensation practices are equitable and transparent	26.82%	2.6	1.18
MSU demonstrates fairness and recognition by compensating faculty for improving performance	26.82%	2.31	1.15

The following statements address University benefits			
Likert Scale with 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree			
	2023		
	Response Rate	Mean	Standard Deviation
MSU tailors benefits to the diverse needs of MSU faculty	26.82%	3.33	1.02
MSU health benefit options are acceptable	26.82%	3.53	1.02
MSU additional health benefit options are acceptable	26.82%	3.65	0.93
MSU mental health benefits are acceptable	26.82%	3.16	1.03
MSU PTO benefits are acceptable	26.82%	3.42	0.94
MSU retirement savings programs are acceptable	26.82%	3.45	0.99
MSU financially supports learning and continuing education	26.82%	3.29	1.02
MSU childcare benefits are acceptable	26.82%	2.83	0.84
MSU eldercare benefits are acceptable	26.82%	2.87	0.76
MSU provides acceptable financial planning and wellness benefits to faculty	26.82%	3.31	0.91
MSU encourages benefit enrollment and usage	26.82%	3.85	0.87