FACULTY MORALE SURVEY 2020-2021
March 5, 2021

Introduction

Every two years, the Faculty Senate directs the Committee on Faculty Concerns to conduct a survey of faculty morale at Missouri State University (MSU). This is an opportunity for faculty to express how they feel at the institution through a survey designed, managed, and reported by fellow faculty members. The Committee on Faculty Concerns includes representatives from every college. This report describes the aggregate data obtained from the current Administration of the Faculty Morale Survey. Data disaggregated by colleges are available in Appendix A.

The objectives of the study were to:

1. Examine faculty members' attitudes towards several aspects of MSU;
2. Identify factors related to compensation, facilities, policies, procedures, and benefits that are sources of satisfaction among MSU faculty and those that are sources of dissatisfaction;
3. Explore faculty members' view on inclusion and belonging; and
4. Investigate faculty members' opinions about the MSU response to Covid-19.

COMMITTEE ON FACULTY CONCERNS

Clydette Alsup-Egbers, Andrea Applegate, Patricia Cahoj, Cole Closser, Pamela Correll (secretary), Kartik Ghosh, Andrew Homburg, Erin Kenny, Puneet Prakash, David Romano, Philip Rothschild, Alan Schick, Tracy Stout, Ximena Uribe-Zarain (chair), and Catherine Jolivette (ex-officio)

Report compiled by: Ximena Uribe-Zarain & Pamela Correll

Methods

The Faculty Morale Survey was based on previous surveys the Committee on Faculty Concerns has conducted every two years. The committee revised the survey from two years ago (2018-2019) to streamline questions and to add new sections on inclusion and belonging and the university's response to the pandemic. In many cases, this meant reducing the number of numerical response questions and increasing the number of open-ended questions. A copy of the survey is available in Appendix B.

Instrument

The survey included eight sections. Each section had three to 16 items and one or two open-ended questions for comments. Most items had a Likert-type scale (agreement, satisfaction, etc.). Faculty were asked to respond to each question using a scale that ranged between 1 and 5, where, for example, 1 indicated "strongly disagree," 2 was "disagree," 3 was "neutral," 4 was "agree," and 5 was "strongly agree"; and the option of "no basis to rate." The demographic items at the end of the survey were optional.

The sections included in the survey were:

1. General statements
2. Budget
3. Facilities and programs
4. University policies and procedures
5. Workload and compensation
6. Benefits
7. Impact of Covid-19
8. Inclusion and belonging

Distribution

All ranked faculty in the Faculty Senate's distribution email list were eligible to complete the survey. The list includes full-time professors, full-time associate professors, full-time assistant professors, full-time instructors, and full-time clinical faculty. The number of faculty members on the email distribution list was not available to the committee. As a result, we could not calculate the response rate.

The Faculty Morale Survey was conducted through the Qualtrics online survey platform. The use of this platform simplified the distribution, collection, and reporting of the survey. The Faculty Senate initially distributed the survey by email with an embedded anonymous link to the faculty in December 2020 and sent an emailed reminder in January 2021. Given that the survey was distributed as an anonymous link, faculty members could use the link more than once. We asked faculty members not to do this, and we trusted that each faculty member entered their responses one time.

Completion Rate and Participants Demographics

Through January 2021, 317 faculty members responded, marking a 15% increase in participation over the 2018-2019 survey (278 respondents). In some cases, faculty did not answer all questions,

skipped items within a question, or answered "no basis to rate," so the actual number of responses ranged from 203 to 317 on individual items.

Approximately 55% of the respondents were female, 43% were male, 2% identified their gender as "other," and 50 respondents preferred not to answer this question. Among survey respondents, the majority, 87%, were White/Caucasian; 3% were Asians, 2% were Black/African American, 3% were Hispanic, 1% were Native Hawaiian or Pacific Islander, 5% marked "other," and 44 respondents preferred not to answer. Tenured faculty comprised the majority of respondents by tenure status (see Table 1).

Table 1 – Response by Faculty Rank (n=297)

Tenure Status	Count	Percentage
Tenured	146	49%
Tenure Track	85	29%
Non-Tenure Track	66	22%

When looking at faculty participation by college or unit, CHHS and COAL had the highest number of responses (see Table 2).

Table 2 – Distribution of Participating Faculty by College or Unit (n=282)

College or Other Unit	Number Responding	Percentage
College of Business	41	15%
College of Education	39	14%
College of Humanities and Public Affairs	35	12%
College of Natural and Applied Sciences	33	12%
Judith Enyeart Reynolds College of Arts and Letters	61	21%
McQueary College of Health and Human Services	57	20%
William H. Darr College of Agriculture	8	3%
Graduate College	0	0%
Library Services	8	3%

Data Analysis

We used the reports generated by Qualtrics to provide descriptive statistics (frequency distribution tables, means, and standard deviations) for the survey's close-ended items. The open-ended responses were distributed to Faculty Concerns Committee members by sections. Sub-committees used inductive coding to identify themes across survey sections, selected comments to illustrate patterns of responses, and summarized narrative themes in the results section. There were between 32 and 81 comments per section.

Results

The findings included here represent the full sample of respondents. We have divided the results to show findings from each of the eight sections of the survey. Results by college or unit are included at the end of the report in Appendix B.

Section 1. General Statements

Survey results in the first section of the survey showed that the majority of faculty (73%) said they are satisfied being an MSU member. However, the majority of the faculty surveyed (73%) responded that the salaries at MSU were not comparable with the salaries at peer institutions. See table below.

Table 3 – Frequency Distribution and Descriptive Statistics for Faculty agreement with MSU General Statements

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev	n
Overall, I am satisfied being a Missouri State University faculty member.	7%	11%	9%	44%	29%	3.77	1.17	317
I believe that university policies, priorities, and decisions are made in a transparent manner.	7%	17%	18%	40%	18%	3.45	1.17	315
My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	38%	35%	13%	10%	3%	2.06	1.10	308

Note: Strongly Disagree (1), Somewhat Disagree (2), Neither Agree nor Disagree (3), Somewhat Agree (4), and Strongly Agree (5)

The comments faculty members offered about these three questions illustrate sources of respondents' satisfaction and concerns in the previous questions. The most salient issue is salaries. Although some respondents agreed that the salaries are not comparable to what faculty earn in peer institutions, a few acknowledged that the cost of living in Springfield is lower than the national median. However, the vast majority of faculty participants reported that low salaries are an issue. These are some of the most representative comments:

- *We are paid 10-20K below our peer institutions. As a result it seems that retaining junior faculty is a major challenge here with high turn off with assistant professors.*
- *My salary as a professor is way below the national and even the Missouri average.*

- *MSU still lags behind the CUPA [College & Universities Professional Association] means for all faculty levels, tenured and untenured.*

Two of the major themes that emerged from the salary comments were the online incentive pay and the disparity between salaries of faculty and ranks. Here is a sample of the comments:

- *If we are in such great shape financially and with enrollment, bring back the online incentive pay. I took close to a 40% pay cut.*
- *The pay as a faculty member is very frustrating, especially after the loss of the online stipend which wasn't taken into account very well by the university. That was a significant loss of income for many of us.*
- *Faculty salaries are inconsistent across the university. This should be evaluated. Some faculty make significant more in the same job title in different colleges or sometimes in same college different departments.*
- *The reason I think my salary is not equivalent is because I have taught 3-4 classes every semester since 1994, (no opportunity for a sabbatical), I have a PhD and my salary is $52,000 per year as a senior instructor.*

It is important to highlight that some faculty members are frustrated with the lack of action following the reporting of this survey. They take time every year to complete surveys like this and do not see any changes in the university. This is what they said:

- *The admin needs to make salaries a primary, not secondary or tertiary, goal. Of course, I say this every year and nothing ever changes. You'd think I would have figured out by now that by filling this survey out, I'm continuing to accomplish nothing except wasting more of my time filling out a survey whose results will go into a giant black hole in Carrington--but I keep hoping. Just call me stupid.*
- *I answer this survey every year but don't think it matters to anyone. Just saying.*

Section 2. Budget

When it comes to the budget section, it is important to notice the drop of respondents in this section compared to others. The lower response rates in this section were due to faculty members either skipping the questions or responding that they did not feel they had enough information to answer these questions. In general, faculty reported the university spends more than necessary in administration and athletic services, and not enough in academic support and custodial services.

Table 4 – Frequency Distribution and Descriptive Statistics About Budgetary Spending

Item	Too Little	Less than Necessary	About Right	More than necessary	Too much	Mean	Std Dev	n
Administration	1%	4%	30%	31%	35%	3.94	0.93	284
Academic support	11%	44%	42%	2%	2%	2.40	0.76	280
Custodial services	13%	41%	46%	0%	0%	2.34	0.70	254
Student services	2%	19%	65%	10%	4%	2.95	0.72	268
Athletic services	1%	3%	24%	28%	44%	4.09	0.96	273

Note: Too Little (1), Less Than Necessary (2), About Right (3), More Than Necessary (4), and Too Much (5)

From the comments in the budget section, three main themes emerged: the expenses of the football team; not enough resources for custodial and maintenance services; and the need to increase the salaries of administrative assistants and per-course faculty. Many respondents express their frustration with the funds designated to athletics:

- *Football anyone? Let's lose millions of dollars per year in athletics, then tell academic departments that they need to be "budget neutral". Frustrating.*
- *Too much focus is on football. No one goes. Let's give students unable to pay for school the scholarships.*
- *Do we really need a terrible football team?*

About the maintaining the facilities and custodial services:

- *Maintenance on campus is sadly 10 years delayed and more on some buildings. Campus is a beautiful facade for buildings with failing HVAC systems, dated technology and malfunctioning infrastructure.*
- *No one has helped clean in my office since the summer. I had to bring a vacuum to campus to vacuum my own floor because custodial staff was not replaced.*
- *Custodial services are woefully understaffed.*

Some faculty members took this opportunity to advocate for higher salaries for other MSU employees:

- *Our custodians need better pay!*

- *Per-course, adjunct, and non-tenure faculty (not just here, but across the USA) should be paid a livable wage, especially for the amount that they do for the university. When comparing salaries of the Admins and the non-tenure track, it seems very disproportionate.*
- *I was astounded at how little some administrative assistants make. They are one the front lines and should be paid more.*
- *Academic support staff - administrative assistants, in particular, are underpaid.*

Section 3. Facilities and Programs

Survey results indicate that most MSU faculty are satisfied or somewhat satisfied with computer support and services available to faculty; library facilities and support; and with the Faculty Center for Teaching and Learning. Mean scores were lowest for university support for faculty research, reimbursements for conferences and travel, and faculty development through sabbaticals and educational leaves.

Table 5 – Frequency Distribution and Descriptive Statistics for Faculty Satisfaction about University Facilities and Support Services

Item	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Mean	Std Dev	n
Classroom facilities	7%	14%	13%	28%	38%	3.75	1.30	307
Personal office facilities	9%	15%	11%	18%	47%	3.78	1.40	317
Computer Services: facilities and computer help desk support available to faculty	4%	14%	8%	20%	54%	4.07	1.25	314
Facility management (heat, air, maintenance, etc.)	11%	18%	14%	21%	35%	3.50	1.42	315
Custodial maintenance of facilities	8%	18%	19%	21%	34%	3.54	1.34	313
Personal and building security	5%	12%	20%	17%	47%	3.89	1.25	307
Administrative support for faculty	10%	20%	12%	21%	37%	3.56	1.41	318
Libraries: digital access and holdings of books, journals	12%	13%	13%	18%	45%	3.70	1.44	305
Libraries: facilities and support available to faculty	5%	5%	17%	21%	52%	4.09	1.17	303

Distance Learning and Instructional Technology: facilities and support available to faculty	3%	10%	18%	25%	44%	3.95	1.15	294
Faculty Center for Teaching and Learning	6%	5%	19%	18%	52%	4.06	1.19	295
Faculty Development through sabbaticals and educational leaves	14%	20%	28%	14%	25%	3.17	1.36	227
Reimbursement for attending conventions, conferences, workshops, etc.	29%	23%	12%	15%	21%	2.76	1.52	297
Support for research and creative activity (time, finances, space, etc.)	23%	27%	16%	18%	17%	2.80	1.41	294
Office of Sponsored Research and Programs	16%	15%	33%	13%	24%	3.15	1.35	212
Travel reimbursement procedures	19%	24%	19%	19%	20%	2.97	1.40	297

Note: Dissatisfied (1), Somewhat Dissatisfied (2), Neutral (3), Somewhat Satisfied (4), and Satisfied (5)

Comments offered by survey respondents revealed themes that illustrate dissatisfaction related to limited support for research, including time to devote to research activities and inadequate funding; insufficient funding for presenting at conferences; and difficult procedures for reimbursements.

- *Funding for research and conference travel for academic presentations is woefully inadequate.*
- *Support for travel should be prioritized for those directly engaged in and presenting scholarly work. The degree to which faculty are required to subsidize their own travel should be examined closely.*
- *With recent cuts for conference travel, it is impossible to go to a conference and present, which is expected for tenure.*
- *Getting the paperwork through for travel reimbursement is a nightmare. Why can't we just scan it in?*
- *Travel reimbursement, particularly for meals (e.g., not offering a choice of per diem), is not equitable and very inefficient. How many extra hours of labor are involved in keeping track of itemized meal receipts versus using a per diem?*

While the majority of survey respondents indicated their overall satisfaction with library facilities and services, many faculty commented about inadequate funding for library resources and the move from MOBIUS, which has impacted faculty productivity and scholarly work.

- *Library access to academic journals is not suitable for quality research, which is clearly not a priority.*
- *I am often hindered in my research due to lack of research collections, in particular, and research funding.*
- *It was very disappointing that Meyer Library ditched MOBIUS and dramatically changed the search platform without consulting faculty.*
- *The library staff are to be commended for doing the best they can under difficult circumstances. Leaving Mobius was terrible and has been a real problem for active research faculty. Of all things, a university should support its library with adequate funds and personnel.*
- *The move away from Mobius and to the online system has been challenging. The online system is not user friendly for students or faculty. Trying to find the appropriate filters so that you don't end up with pages of irrelevant material has been time-consuming.*

 Faculty comments also revealed concerns related to building repair issues, inefficient heating and cooling systems, and a lack of cleanliness and upkeep in buildings and classrooms. These comments echoed some of the comments in previous sections. For example,

- *The quality to which the cleanliness of building is maintained included newly constructed building should be reviewed.*
- *Many of our buildings are usually filthy, especially the women's restrooms.*
- *My office blows cold air into it while the heater is on, and this has never been addressed despite multiple requests.*
- *Fix the roof so we don't have to have buckets.*
- *Please update the buildings or at least switch to heat before the days get cold - it is a productivity issue.*
- *Personal office is very small with no windows. I am unsure if there is a sophisticated/adequate air filtration system for my building for COVID.*

Section 4. University Policies and Procedures

Survey results in this section indicate that approximately 60% of faculty respondents are at least somewhat satisfied with how university administrators follow policies, how tenure and promotion guidelines are communicated, and how tenure and promotion decisions are made. Approximately half of survey participants indicated their satisfaction with how policies are made at the department and college levels, although fewer than half of participating faculty are satisfied with how department budgets are explained to faculty.

Table 6 – Frequency Distribution and Descriptive Statistics for Faculty Satisfaction about University Policies and Procedures

Item	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Mean	Std Dev	n
How the Administration follows written University policies.	7%	8%	24%	25%	35%	3.74	1.22	299
How policies are made for your school or college.	12%	16%	20%	23%	29%	3.40	1.37	306
Explanation of departmental budgets to faculty.	17%	24%	19%	17%	23%	3.05	1.41	309
Procedures by which department policies are made.	13%	20%	15%	19%	32%	3.37	1.44	315
The quality of performance feedback provided by the department head during scheduled performance reviews.	11%	13%	13%	19%	44%	3.73	1.42	302
How promotion and tenure criteria are defined and communicated.	8%	15%	15%	18%	43%	3.73	1.36	304
How promotion and tenure decisions are made.	8%	12%	19%	19%	42%	3.73	1.33	286
The extent of feedback regarding reasons for promotion and tenure decisions.	11%	11%	23%	16%	39%	3.62	1.37	260

Note: Dissatisfied (1), Somewhat Dissatisfied (2), Neutral (3), Somewhat Satisfied (4), and Satisfied (5)

The majority of written comments in this section related to faculty dissatisfaction with tenure and promotion reviews and processes. Other areas of concern addressed in this section focused on a lack of transparency and inequities in the work environment, along within equitable treatment from administrators and department heads. The following comments illustrate faculty concerns in these areas.

- *MSU would do well to modernize it's T/P process; our practices are not consistently consistent with professional standards and legal risk management*
- *It's the 21st century. Why do I still have to create a physical binder for T & P? It's a tremendous amount of time and effort I'm not being compensated for.*

- *I think the tenure and promotion process could be significantly streamlined.*
- *I do not trust 2 of the 3 senior faculty in our department, based on decades of experience. I do not have these concerns about most other faculty*
- *I understand that's a national system but it's such an archaic system. And no other job do you have to prove your performance through such time consuming paper documentation .*
- *Budget has never been presented or discussed in my 8 years here.*
- *There is very little transparency in our college. We receive far more information at the university level.*

Section 5. Workload and Compensation

Regarding workload and compensation items, faculty had strong opinions about some of the aspects related to this topic. Areas of greatest concern related to the following:

- Prospects for salary increases within the next 12 months look promising.
- Compensation for per-course faculty is appropriate.
- Faculty who teach an overload receive consistent compensation.

The aspects about workload and compensation to which faculty members responded more positively included:

- The assignment of courses is done with enough advance notice to prepare for each course.
- The assignment of classes is well aligned with my interests and background.

Table 7 – Frequency Distribution and Descriptive Statistics for Faculty Agreement about Workload and Compensation

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev	n
Prospects for salary increases within the next 12 months look promising.	37%	33%	18%	10%	2%	2.06	1.05	308
Class sizes for the courses I teach are conducive to student learning.	13%	22%	11%	40%	14%	3.20	1.29	311
My teaching load is acceptable.	9%	14%	18%	40%	19%	3.47	1.20	312
The assignment of classes is well aligned with my interests and background.	2%	7%	7%	42%	42%	4.15	0.97	312

The assignment of courses is done with enough advance notice to prepare for each course.	4%	7%	8%	39%	43%	4.12	1.04	311
My department has an adequate number of ranked faculty.	24%	31%	10%	18%	18%	2.75	1.44	309
My department has an adequate number of clinical faculty.	17%	19%	26%	21%	17%	3.02	1.33	203
My department has an adequate number of per-course faculty.	10%	15%	25%	31%	19%	3.36	1.22	272
Committee assignments and duties are reasonable.	5%	16%	20%	39%	20%	3.53	1.13	315
My academic advisement load is reasonable.	8%	13%	20%	35%	24%	3.54	1.22	253
The rate of pay for summer teaching (2.5 percent per hour) is adequate.	21%	27%	18%	24%	9%	2.72	1.28	245
The allocation of summer teaching opportunities is equitable.	11%	15%	23%	33%	17%	3.31	1.24	236
Compensation for per-course faculty is appropriate.	34%	33%	17%	11%	5%	2.19	1.17	221
Faculty who teach an overload receive consistent compensation.	35%	30%	15%	13%	7%	2.27	1.25	219
Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	22%	23%	27%	17%	12%	2.75	1.29	236

Note: Strongly Disagree (1), Somewhat Disagree (2), Neither Agree nor Disagree (3), Somewhat Agree (4), and Strongly Agree (5)

In their written comments, most respondents expressed dissatisfaction with the compensation for overload of work. Concerns with the number of per course faculty and the need for more ranked faculty positions were also mentioned frequently. In addition, most respondents' comments in this section indicated perceptions that overloads of work are caused by inconsistent class sizes and insufficient number of faculty members, also
mentioning problems of inadequate compensation, or in some cases, no compensation at all for overloads.

Written comments from many faculty indicate dissatisfaction with compensation and teaching workloads:

- *Compensation doesn't even keep up with inflation.*
- *Pay for summer teaching should be one-ninth of annual salary, which is 11.1%. Paying 7.5% is robbery of faculty time and value.*
- *Again, there is no money for faculty.*
- *My sense is that, in my department at least, there is a move to replace ranked faculty in non-professional/liberal arts fields with per course faculty.*
- *I am currently teaching an overload, and will refuse to do so in the future. I am being paid less per credit hour at MSU to teach a graduate seminar than I was *as a graduate teaching assistant* more than a decade ago at another Midwestern institution.*

Survey comments in this section also indicate concerns from many faculty related to increased workload and class sizes.

- *In our department we frequently on graduate level independent study projects with no compensation whatsoever. I've probably done 25 of those since I've been here.*
- *Our department is being asked to increase the number of students but is not given assurance for increased faculty support.*
- *There have been (and potentially will have more) retirements in my department but no plans to replace. So now junior faculty (both tenure track and non tenured) have huge advising loads and additional teaching loads. I can kiss my externally funded research program goodbye if this continues.*
- *We are slowly and steadily being adjunctified.*
- *My trouble with my teaching load is not in the teaching itself, but working on 'related activities' that are integral to our teaching but receive no course release.*

Section 6. Benefits

In this section, faculty respondents indicated their perceptions of benefits available for MSU faculty. Survey results show that most faculty are satisfied in general with health and leave benefits, while fewer participants are satisfied with recreational services. Less than half of survey participants are satisfied with mental health services available for faculty.

Table 8 – Frequency Distribution and Descriptive Statistics for Faculty Satisfaction about University Benefits

Items	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Mean	Std Dev	n
Life Insurance program	3%	5%	19%	21%	52%	4.13	1.09	306
Medical/health benefits	9%	13%	7%	21%	50%	3.89	1.37	317
Dental benefits	10%	12%	11%	25%	42%	3.77	1.37	314
Vision benefits	8%	11%	16%	21%	43%	3.80	1.31	291
Leave benefits	6%	8%	26%	14%	46%	3.86	1.26	235
Educational benefits for employees and families Greenwood/MSU	8%	13%	15%	17%	47%	3.82	1.34	242
Retirement program	5%	11%	18%	25%	40%	3.84	1.22	295
Services available at Magers Health & Wellness Center	4%	4%	7%	21%	64%	4.38	1.03	300
Recreational services and facilities for faculty	11%	15%	22%	12%	40%	3.56	1.41	261
Mental Health support	11%	18%	26%	11%	33%	3.37	1.39	201

Note: Dissatisfied (1), Somewhat Dissatisfied (2), Neutral (3), Somewhat Satisfied (4), and Satisfied (5)

In their narrative comments, most respondents expressed a positive impression of Magers Health Center, while some respondents expressed their dissatisfaction with Mercy Hospital's service. Some respondents expressed their concern for better family benefits and a better tuition waiver. Faculty are requesting free access to Foster Recreation Center based on the comments. Also, some respondents requested better access and waiver for educational benefits and improvement on mental health benefits. Faculty comments regarding retirement plans mentioned the need for a clearer and more detailed explanations of retirement plans. Survey respondents'

comments related to Magers Health Center and Mercy health care reveal areas of satisfaction and concern, as illustrated in the comments below.

- *Subscribers to medical benefits should have the freedom to choose their doctors, hospitals, and other providers.*
- *Magers Health is a great resource.*
- *Services at Magers are fabulous! The nurses, doctors and staff there are excellent-- professional, knowledgeable and helpful. I feel very fortunate to have the medical clinic on campus.*
- *Mercy as a system has been disappointing. I've had to move our children to my husband's plan to get better care at Cox. (It is also despicable how Mercy treated employees during COVID)*
- *Having to wait months and months to get a routine physical is absurd.*
- *Mercy and Med Pay are horrible. Mercy health charges 3 to 4 times as much as any private lab for lab tests. Mercy doctor visit is $120 for 10 minutes, which is outrageous. Med Pay pends my claims regularly and seeks to avoid paying legitimate health care costs.*

A number of survey respondents expressed their concerns about family benefits, Foster Recreation Center, and tuition waivers specifically.

- *It was extremely expensive to add my spouse (~$380 per month), who is out of work due to Covd-19, to the employee health benefits.*
- *Dental benefits are minimal. A more comprehensive health plan should be explored.*
- *I wish we could afford the Rec center.*
- *Faculty should not have to pay to use Foster Rec Center, and the Hammons Center pool should be reopened*
- *I wish it was easier to get into Foster. The shuttles don't stop near the doors, parking is horrible, and if you have any disability it's really horrible getting in and out.*
- *I wish the educational waiver could be banked at least somewhat, maybe capping it at a set amount. I will have two children potentially attending MSU at the same time and have worked for years in which I haven't accessed the tuition waiver at all. This would be very beneficial to be able to use more than 15 credits per year.*
- *Some of us have no need for educational benefits, and should be allowed to get the cash equivalent of those benefits.*

Section 7. Impact of COVID-19

Since COVID-19 profoundly affected the way we performed our jobs during 2020, the committee decided to add an additional section to the survey to explore faculty members' perceptions of the impacts of the pandemic. We addressed four areas in this section: faculty members' attitudes towards the university's responses to the pandemic; emotional responses of faculty to current circumstances; expenses faculty incurred to adapt their teaching due to COVID-19 safety concerns; and the training and professional development necessary for faculty members to adapt to changes in teaching and learning environments.

COVID-19 Part 1

Table 9 shows that faculty are mostly satisfied with the university's responses to the COVID-19 pandemic. Faculty reacted positively to their flexibility in choosing teaching modalities (73% satisfied) and were very optimistic in their ability to conduct remote learning (77% satisfied). However, faculty were less optimistic about the ways the university administration has responded to faculty concerns (55% satisfied).

Table 9 – Frequency Distribution and Descriptive Statistics for Faculty Satisfaction Related to the Response to COVID-19

Aspect	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Mean	Std Dev	n
The timeliness of communication from MSU regarding response to Covid-19	11%	18%	9%	19%	42%	3.64	1.45	318
The clarity of communication from MSU regarding response to Covid-19	11%	18%	11%	19%	42%	3.62	1.44	317
How administration has responded to faculty concerns	17%	17%	11%	19%	36%	3.40	1.52	304
My ability in conducting remote learning	2%	10%	11%	26%	51%	4.16	1.07	310
The flexibility in choosing teaching modalities	8%	9%	9%	19%	54%	4.02	1.32	308
MSU technical support and training to revise classes to a remote format	6%	11%	15%	17%	52%	3.97	1.28	285

Note: Dissatisfied (1), Somewhat Dissatisfied (2), Neutral (3), Somewhat Satisfied (4), and Satisfied (5)

COVID-19 Part 2

Table 10 displays levels of faculty's concerns regarding aspects of life impacted by COVID-19 . Respondents indicated high levels of concern for others. Seventy-two percent of faculty reported worrying often about the health and well-being of others, compared to 59% worrying often about the health and well-being of themselves. Responses indicated highest frequencies of concerns about job loss, ability to pay bills, and access to health care. Although the majority did not worry often about these three factors, between 22% and 33% reported these as areas of concern.

Table 10 – Frequency Distribution and Descriptive Statistics Related to How Often Faculty are Worried about COVID-19 Implications

Aspect	Never	Seldom	Sometimes	Often	Very Often	Mean	Std Dev	N
Health and well-being of others	2%	5%	21%	39%	33%	4.96	1.00	317
Health and well-being of myself	3%	10%	28%	31%	28%	4.69	1.13	317
Access to health care	18%	24%	26%	18%	13%	3.66	1.58	316
Family caregiving responsibilities	15%	17%	26%	20%	23%	4.04	1.62	317
Job loss	16%	35%	26%	12%	10%	3.49	1.45	317
Paying bills	19%	30%	23%	15%	13%	3.54	1.58	317
What the future holds for MSU	5%	18%	41%	24%	13%	4.16	1.16	316
Doing my job effectively despite changes in the work environment	5%	18%	27%	28%	22%	4.37	1.29	316

Note: Never (1), Seldom (2), Sometimes (3), Often (4), and Very Often (5)

COVID-19 Part 3

The third part of the COVID-19 section related to faculty members incurring extra expenses to adjust their teaching to hybrid or remote modalities. Figure 1 shows the amount of money faculty spent to adjust their teaching. Nineteen percent of the faculty reported not having additional expenses to revise their practices. Eighteen percent said they spent less than $100, 20% said they spent between $101 and $250, 15% said they spent between $251 and $500, and 22% reported spending more than $500. Of those who incurred in expenses, only 8% asked to be reimbursed, and a third of them were actually reimbursed for their expenses.
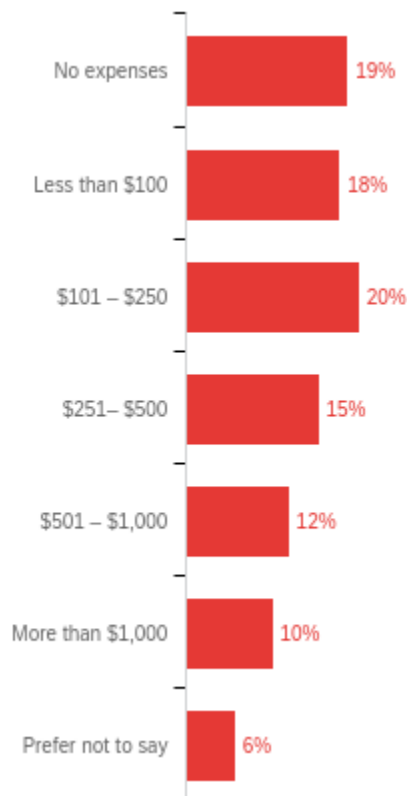
Figure 1 – Percentage of faculty incurring in expenses to revise classes, by amount

COVID-19 Part 4

The fourth part of the COVID-19 section focused on the types of pedagogical and technological professional development offered at MSU in response to COVID-19. Many faculty members acknowledged that the university already offers enough training to transition to remote learning already. Others responded that faculty members need more time to be able to take the training. In contrast, some faculty members said that instead of training, MSU should offer assistance to help faculty teach remotely.

From the comments concerning topics for training, the most common category was how to use different technological platforms and tools to teach remotely that are not in Blackboard (n=13). Several participants mentioned more innovative tools and demonstrations of newer teaching technologies that can be applied to online teaching. The next category most commonly mentioned related to creating activities that promote engagement during remote learning (n=11). For example, one faculty member asked for training on "additional ways to engage students in interaction in asynchronous online classes besides a discussion forum." Next, was the category that referred to plain teaching and learning in online environments (n=10). This group of respondents asked for training on simply how to teach remotely. One faculty member wrote, "How to teach effectively online. Also, training for students to learn effectively online."

The next two categories asked for more specific types of training. The first is video conferencing (n=8). As one faculty member described, "The students in my department complain to me from time to time that my other colleagues don't teach classes well online and don't offer web conference (i.e. Zoom) classes. This lack of technical ability and training on the part of my colleagues is damaging the already fragile student morale and I fear will result in a massive loss of

student enrollment moving forward. Just offering (but not requiring) training in the effective use of online/web-conference teaching would help a lot." The second specific category was video making and video editing (n=8).

Then, faculty asked for training that went beyond technology. Regarding culturally responsive teaching and anti-racism (n=6),   one faculty member discussed the need for follow-up and implementation of the material and wrote, "Pedagogical training focused on anti-racism/anti-bias issues. There are pockets of great material (Giving Voice, the advising center's programs). Fully engaging with this training requires time and resources, and even when valuable training is offered, it does little good if we don't have the time to attend, absorb, follow up, and implement."

The last three categories mentioned by faculty in this section included online course designed (n=4), Blackboard training (n=4), and assessment and grading while teaching remotely (n=3). Other professional development opportunities mentioned were how to promote academic integrity, andragogy techniques, and the use of Microsoft applications like Teams, OneNote, and Stream.

Most of the trainings mentioned by participants are already offered at MSU, but at the same time, many faculty responded that they feel overwhelmed by it. One respondent offered a possible solution to overcome the issue of having training available for faculty who do not take them. The comment said, "*There are a lot of add-ons available but they are overwhelming to learn. I think College specific training would be useful to address the opportunities to expand resources in a way that is more focused to academic departments*." We wonder if the departmental communication and selection of training could be a viable solution for this barrier.

Survey comments about COVID-19

Most faculty members responded positively to the university's policy to the COVID-19 pandemic. Some respondents raised questions regarding compensation for overworked employees and that the university is not putting the Springfield community first. A theme across comments provided by faculty related to the health and safety of themselves and other members of the community. Many faculty members described feelings of frustration.

Even though we are in a pandemic, progress needs to be made on tenure and promotion and faculty research, including how the university is compensating faculty to help when the majority of working time is spent maintaining their classes. Temporary reduction in research guidelines should be considered for promotions for the next couple of years.

- *I'm doing twice the work for each class during Covid. I have to manage the in-person and online means of access. Why am I not compensated for these efforts???*
- *If the university used its virology and public health experts, would be more confident in the decisions. We should not be having spring break. It's irresponsible. The students need more guidance. They don't know what to do, so they do what they want, which puts our entire community at risk. I am also extremely disappointed in the lack of help provided for families with caregiving responsibilities. Interesting that other large employers in the area found a way to help families, but MSU did not. Have anything to do with the demographics of who is making the decisions?*

Other faculty members offered a different response to the survey. Faculty members provided praise to the university in their efforts and response to the COVID-19 pandemic. Specific approval was provided to the university for their clear instructions and timely procedures for the upcoming semesters. Other faculty members mentioned department heads that exhibited exceptional work behavior to provide faculty and staff with clear procedures.

- *The university provided more timely and clear COVID 19 procedures and protocols than our department, which made it difficult to plan instruction. I would like to see more flexibility in instructional modality in our department.*
- *Our Dept. Head has done an exceptional job with covid, despite the communicative failures of higher admin.*
- *At this point, the Administration is on track for A++ leadership through the pandemic challenge.*

Multiple responses and feedback were related to Wi-Fi, Internet, and technology reimbursements to provide effective virtual teaching in courses during the Spring and Fall 2020 semesters. The comments from faculty members stated that they had to purchase better Internet, Wi-Fi, and other electronic technology due to low capabilities in their home environments. Some responses indicated professors either did not know they could file for reimbursement, or they never got a response while they filed for reimbursement.

- *It was disappointing to not have wi-fi support as a faculty member. I live in the country, so my wi-fi frequently dropped. I now pay for expensive monthly hotspots just to teach my classes.*
- *I did not seek reimbursement for my expenses of about $1,000 because I am under extreme time constraints and do not have time to do the paperwork seeking reimbursement. Also, the university has a partnership with a provider that competes with the provider I purchased products from and I do not have time to fight and convince the university that their current provider provides inferior products that are harder for students to use.*
- *There was little support for computers/laptops for home use last Spring. I had to purchase my own or not have a computer that was capable of handling the demands of an online class. Further there was no reimbursement (or offer) for the extra internet usage - we shouldn't have to ask for reimbursement, it should be a given!*

Section 8. Budget

A new addition to the Faculty Morale Survey related to the sense of belonging in the university community. Due to divisive sociopolitical environments across the nation, our committee deemed it imperative to consider the sense of inclusion among university faculty. The results presented in Table 11 show that faculty are only marginally satisfied with the environment for inclusion and belonging at MSU. While 70% of survey respondents agreed that they belong at MSU, over half of the participating faculty indicated that they did not receive meaningful recognition for their work. Approximately half of the faculty responded that they feel respected and comfortable expressing their opinions at MSU or that Administration would take appropriate action in response to incidents of harassment or discrimination.

Table 11 – Frequency Distribution and Descriptive Statistics for Faculty Agreement with Statements about the Sense of Belonging

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev	n
I feel like I belong at MSU	5%	10%	16%	50%	20%	3.73	1.28	315
My relationships at MSU are as satisfying as I would want them to be.	6%	22%	15%	41%	17%	3.44	1.39	316
I feel like I can be my authentic self at MSU.	9%	18%	15%	42%	17%	3.43	1.41	315
The academic/professional goals I have for myself are being met at MSU.	8%	19%	17%	40%	16%	3.37	1.38	314
I know what constitutes good performance in my role.	3%	7%	9%	52%	29%	3.97	1.18	315
I receive meaningful recognition for doing good work.	13%	18%	20%	37%	11%	3.12	1.43	315
I feel respected and comfortable expressing my opinions to others at MSU.	14%	21%	15%	35%	14%	3.11	1.48	315
I believe MSU leadership will take appropriate action in response to incidents of harassment and discrimination.	15%	12%	20%	34%	19%	3.30	1.51	301
I have the skills to address hostile behavior that I witness.	5%	9%	22%	46%	18%	3.63	1.26	306

Note: Strongly Disagree (1), Somewhat Disagree (2), Neither Agree nor Disagree (3), Somewhat Agree (4), and Strongly Agree (5)

Written comments in this section included several areas of concern and perceived negative behaviors—lack of recognition, fear among faculty of expressing their opinions, and fear of retaliation for having different political views.

Many comments in this section mentioned harassment, bullying, disrespectful or inappropriate behavior/remarks, racism, discrimination, and misogyny. Several of these comments referred directly to filed complaints and known negative behaviors not acted upon by the Administration. Comments further mentioned ignored Title IX and other reports, a culture of either covering up or excusing inappropriate behavior, and a pervasiveness of "boys' club" or "good old boy" environments.

- *Harassment concerns taken to Carrington result in nothing except [for] more problems in the workplace.*
- *I have brought up gendered and racial incidents to both my department head and dean and have been brushed off.*
- *It is difficult for tenure track professors to speak out about inappropriate actions of administrators.*
- *There are people here at MSU with a long and well-known history of bullying towards others. How does a place that espouses "ethical leadership" allow this?*
- *MSU leadership will "protect their own" as in the administrators but will choose to ignore complaints and reports coming from Title IX and other areas (surveys such as this one and Idea surveys).*

Several expressed fear over speaking up about personal viewpoints:

- *As long as your political beliefs line up with Administration then you are fine. If not, then it is best to remain silent for job security.*
- *I think there is less tolerance for political ideas that differ from the academic mainstream.*
- *I would not feel comfortable expressing views or opinions that stray from the ideological norm here.*

It is clear the university needs to work on issues related to inclusion and belonging and to address concerns about feeling safe and supported in the workplace. Some specific suggestions were given in the written comments, including finding something to help bind the university together, developing a better "onboarding" process for new faculty, hiring more diverse faculty members and upper administrators, developing more inclusive policies, and offering more pertinent professional development in this area.

- *I think that the institution still has a long way to go. There is considerable institutionalization that is guiding existing diversity/racism committees/work.*
- *Better onboarding for new faculty would help build a more inclusive environment. Additionally, many new faculty are from outside of Springfield and Missouri, additional "regional onboarding" (for a lack of a better term) would help create a sense of belonging.*
- *Missouri State needs a stronger identity to pull people together. I don't feel like there's anything that all of us together are proud of.*
- *Compared to other institutions I've attended/worked at, MSU has very little corporate identity (corporate meaning the body of the people at the place as a whole). There is virtually nothing that binds us all together.*
- *Would like authentic professional development beyond information presentation.*

- *The university needs to do more to effectively recruit and retain faculty and students of color, particularly black students. The university administration also needs to be more racially diverse.*

Some comments were particularly telling of the inclusivity of the university environment and others are placing hope into our Administration to work on these concerns:

- *Faculty of color are often lonely and isolated as well as marginalized.*
- *Some issues have been looked over in the past, I believe that we can work on them in the future and that it will hopefully get better.*

Conclusions and Recommendations

The Committee for Faculty Concerns conducts the Faculty Morale Survey every two years to solicit faculty input regarding "matters pertaining to remuneration, professional advancement, faculty-administrator relationships, and working conditions." As charged by the Faculty Senate, the purpose of this year's survey was to elicit faculty's opinions on "issues or matters of concern" and to provide suggestions for "discussion and consideration." In this section, we present major findings from survey data and provide recommendations for review. Major findings from the survey data include the following:

- ✪ The majority of respondents reported that they are satisfied being a faculty member at MSU, but believe faculty salaries are inadequate.

- ✪ Many faculty members indicated their beliefs that the university spends more than necessary in administration and athletic services and not enough in academic support and custodial services.

- ✪ Most faculty responded that they were satisfied at some level with computer support, library facilities, and with the Faculty Center for Teaching and Learning. However, many respondents indicated their dissatisfaction with university support for faculty research, reimbursements for conferences and travel, and faculty development through sabbaticals and educational leaves.

- ✪ Generally, most faculty reported being satisfied with how university administrators follow policies, how tenure and promotion guidelines are communicated, and how tenure and promotion decisions are made.

- ✪ Regarding compensation and workload, the most salient issues were that the prospects for faculty salary increases within the next 12 months do not look promising, the compensation for per-course faculty is not appropriate, and the compensation for those who teach an overload is inconsistent.

- ✪ In the benefits section of the survey, the issues most commonly mentioned by respondents were limited access to recreational services at campus facilities and to mental health services for faculty.

- ✪ Regarding the changes and adjustment due to the pandemic, faculty reacted favorably to their flexibility in choosing teaching modalities and their ability to conduct remote learning.

The Committee for Faculty Concerns recognizes that some of the suggestions resulting from the Faculty Morale Survey may be challenging to implement and that timelines for responding to issues can vary widely. Based upon survey data, the committee presents our recommendations in three broad areas: what we consider could be implemented soon, things that we would like the Faculty Senate to consider, and overarching concerns that could be addressed in the Long Range Plan. Our recommendations are as follows.

Feasible for Immediate review:

☞ Address the fact that MSU still lags behind the CUPA (College & Universities Professional Association) salary means for all faculty levels, tenured and untenured.

☞ Address uncertainties about the status of the online incentive pay, in light of higher student fees collected for online courses.

☞ Increase transparency with the budget and expenses of the athletic departments.

To be considered by the Faculty Senate:

☞ Explain why faculty salaries are inconsistent across the institution.

☞ Update Promotion and Tenure dossier submissions across campus to digital formats.

☞ Advocate for review and revisions to reimbursement procedures, including digital reimbursement processes

Long-term recommendations:

☞ The university administration needs to be more racially diverse.

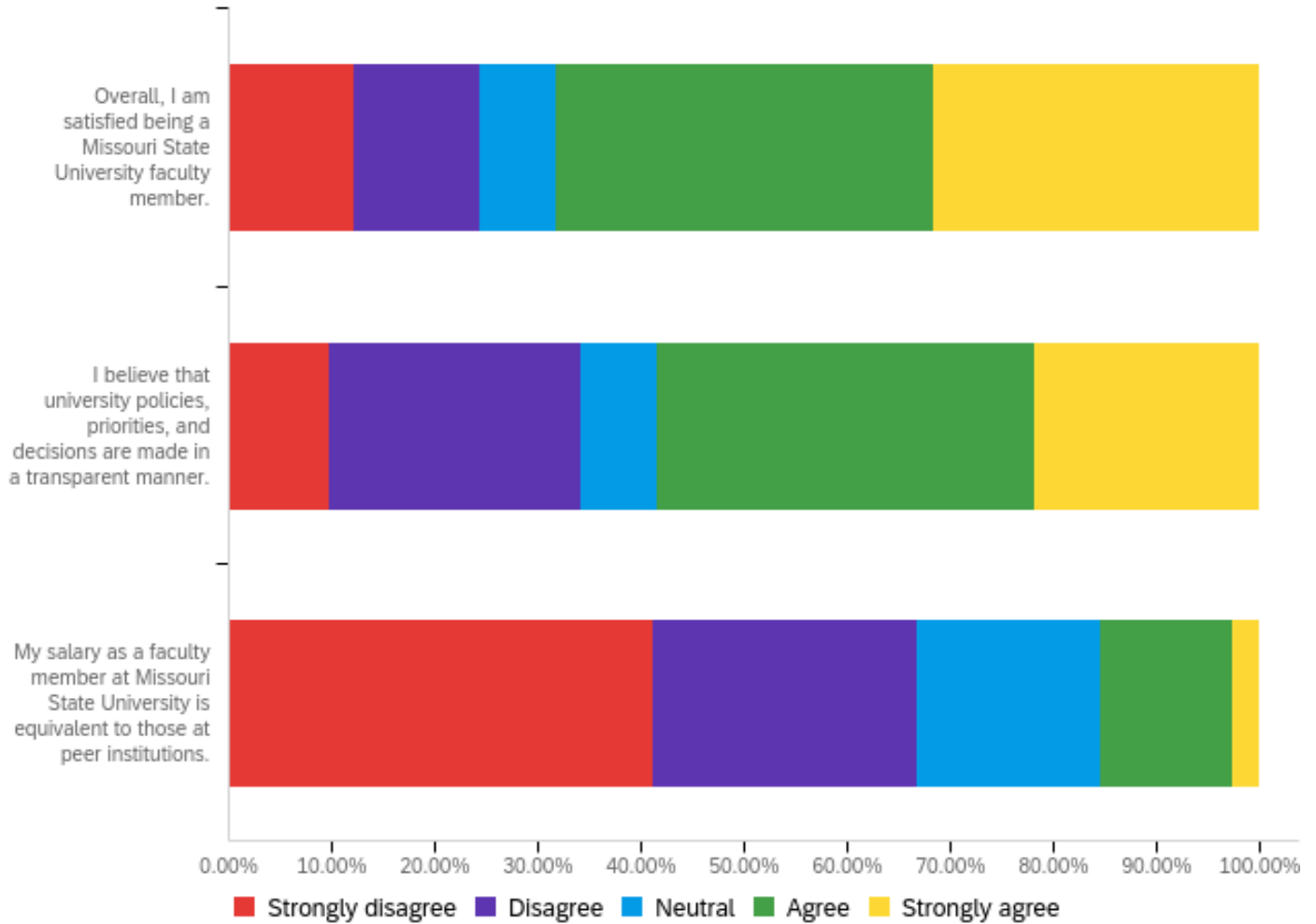☞ Develop a stronger Missouri State identity to pull people together. Not everybody identifies with the sports teams.

Appendix A
Reports by Colleges

Report: College of Business
*Faculty Morale Survey 2020*

**Q2 - How strongly do you agree/disagree with the following overall statements about the university?**

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.63	1.36	1.84	41
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.37	1.32	1.74	41
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	2.10	1.15	1.32	39

Q4 - How much do you think the university spends on the following?

Legend: ■ Too little ■ Less than necessary ■ About right ■ More than necessary ■ Too much
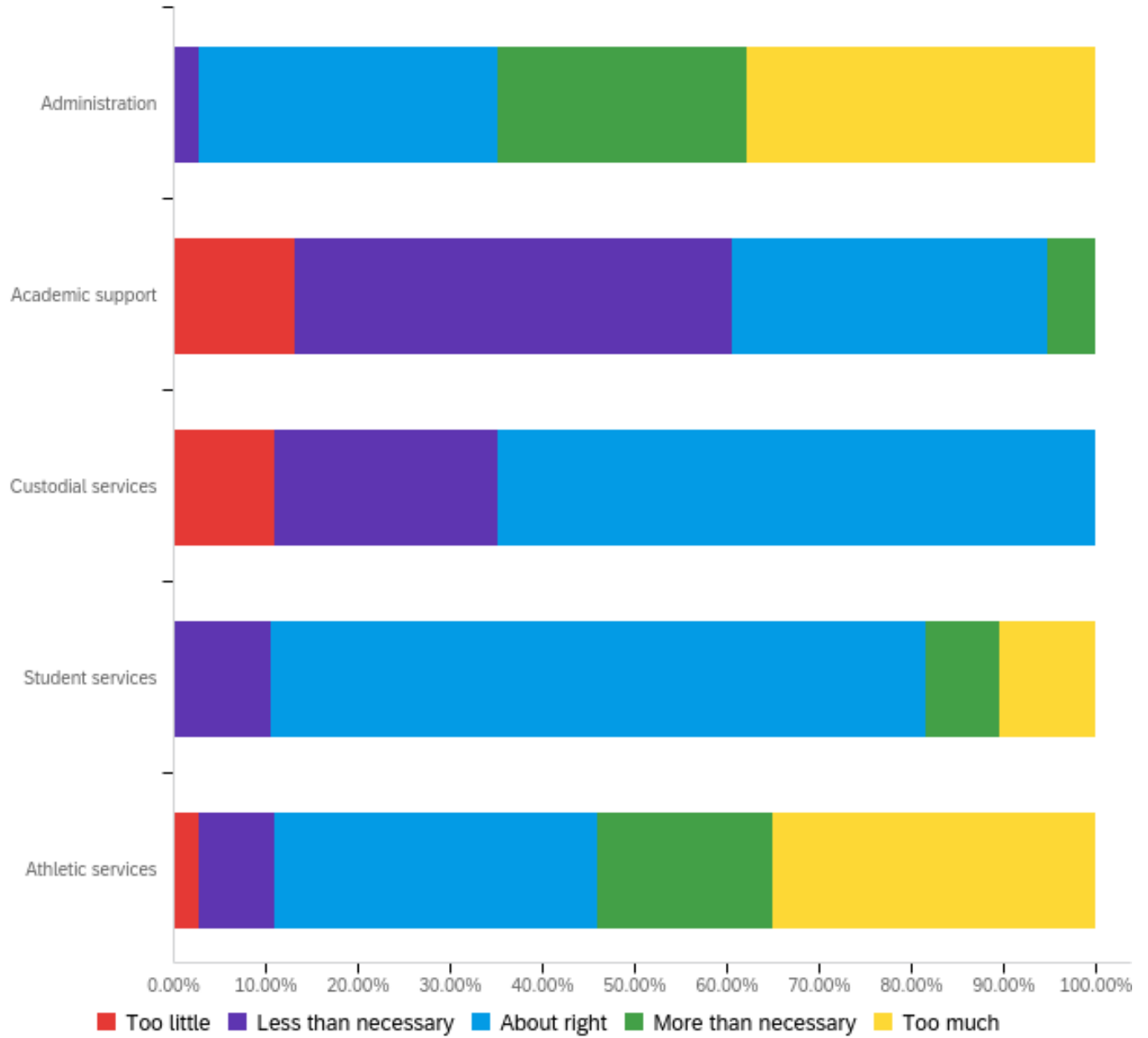
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	2.00	5.00	4.00	0.90	0.81	37
2	Academic support	1.00	4.00	2.32	0.76	0.58	38
3	Custodial services	1.00	3.00	2.54	0.68	0.46	37
4	Student services	2.00	5.00	3.18	0.76	0.57	38
5	Athletic services	1.00	5.00	3.76	1.10	1.21	37

Q6 - How satisfied are you with the following university facilities and support services?
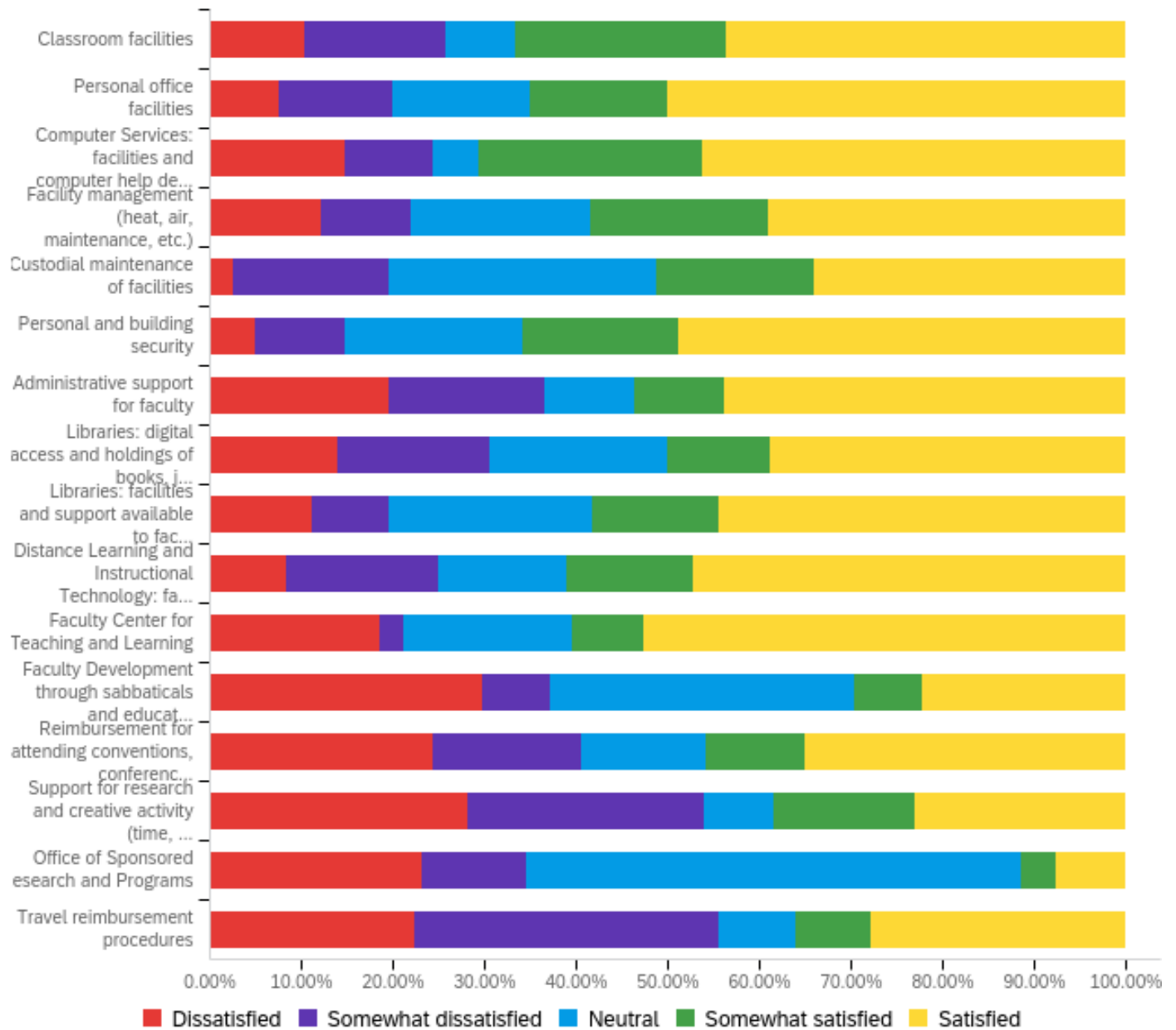
Legend: Dissatisfied | Somewhat dissatisfied | Neutral | Somewhat satisfied | Satisfied

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.74	1.41	1.99	39
2	Personal office facilities	1.00	5.00	3.88	1.35	1.81	40
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	3.78	1.47	2.17	41
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	3.63	1.39	1.94	41
5	Custodial maintenance of facilities	1.00	5.00	3.63	1.18	1.40	41

| 6	Personal and building security	1.00	5.00	3.95	1.23	1.51	41
7	Administrative support for faculty	1.00	5.00	3.41	1.62	2.63	41
8	Libraries: digital access and holdings of books, journals	1.00	5.00	3.44	1.48	2.19	36
9	Libraries: facilities and support available to faculty	1.00	5.00	3.72	1.39	1.92	36
10	Distance Learning and Instructional Technology: facilities and support available to faculty	1.00	5.00	3.75	1.40	1.97	36
11	Faculty Center for Teaching and Learning	1.00	5.00	3.74	1.55	2.40	38
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	2.85	1.48	2.20	27
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	3.16	1.62	2.62	37
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.79	1.56	2.42	39
15	Office of Sponsored Research and Programs	1.00	5.00	2.62	1.11	1.24	26
16	Travel reimbursement procedures	1.00	5.00	2.86	1.55	2.40	36

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?
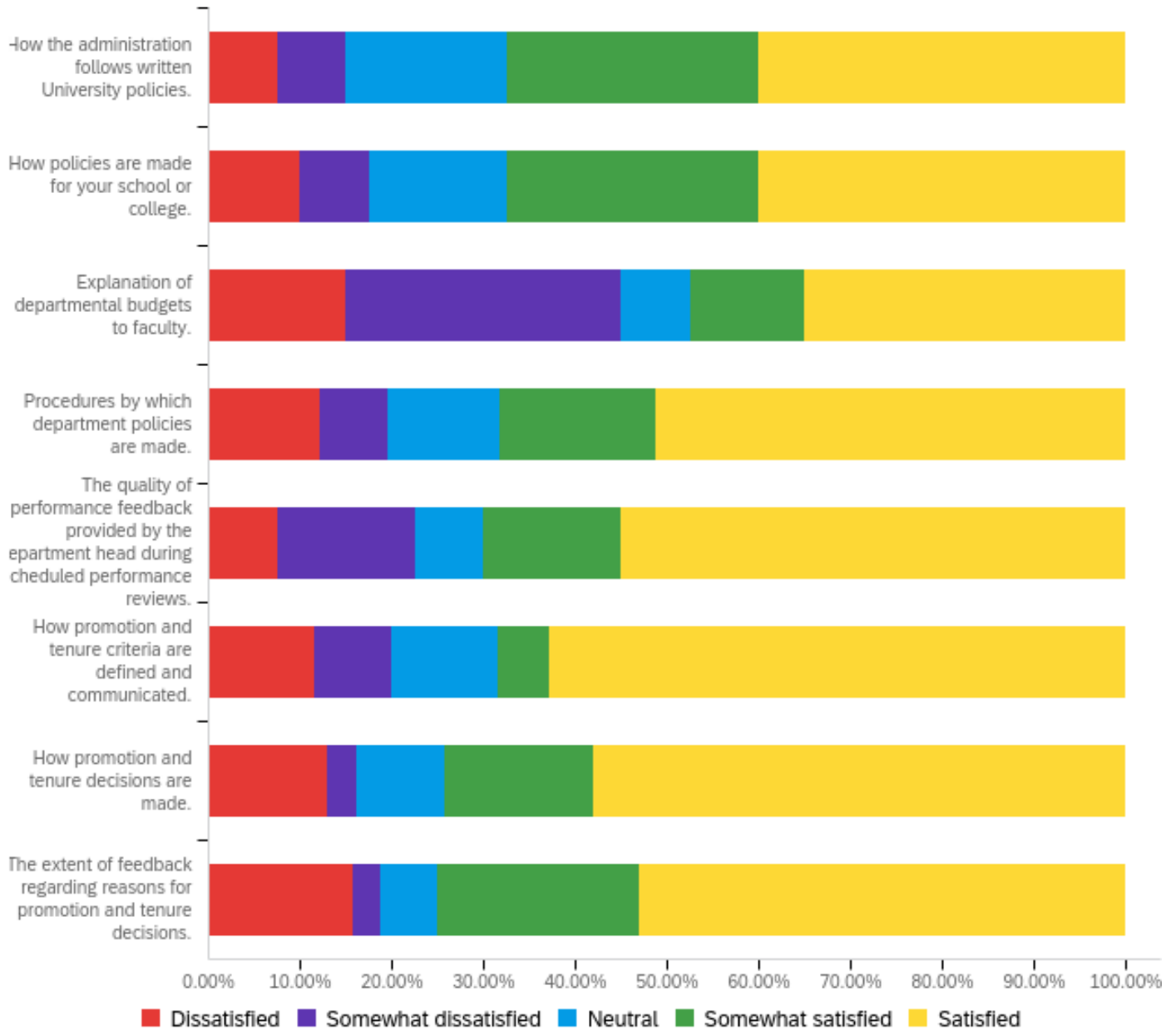
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	3.85	1.24	1.53	40
2	How policies are made for your school or college.	1.00	5.00	3.80	1.31	1.71	40
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.23	1.54	2.37	40
4	Procedures by which department policies are made.	1.00	5.00	3.88	1.42	2.01	41
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	3.95	1.38	1.90	40

6	How promotion and tenure criteria are defined and communicated.	1.00	5.00	4.00	1.45	2.11	35
7	How promotion and tenure decisions are made.	1.00	5.00	4.03	1.40	1.97	31
8	The extent of feedback regarding reasons for promotion and tenure decisions.	1.00	5.00	3.94	1.46	2.12	32

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
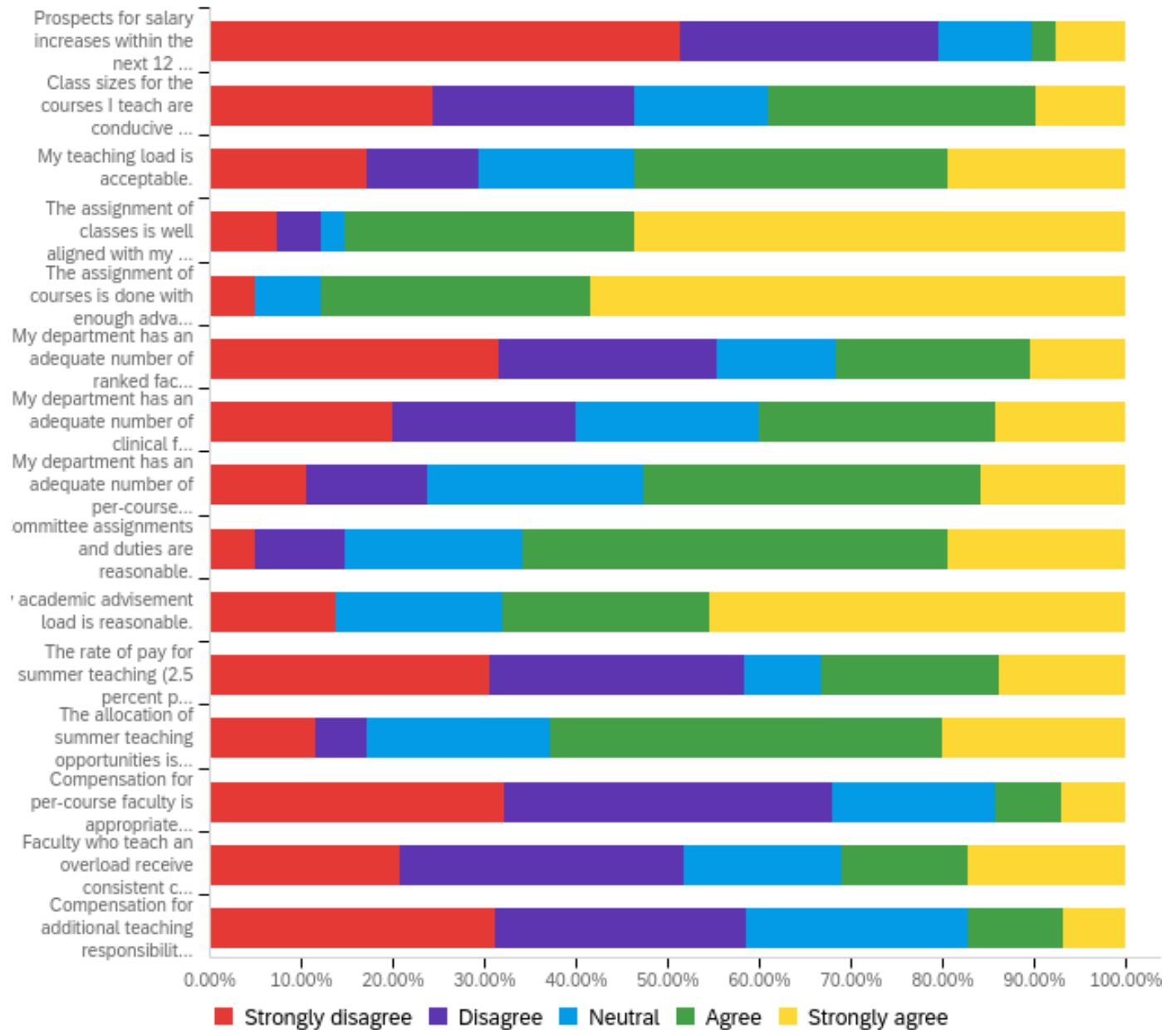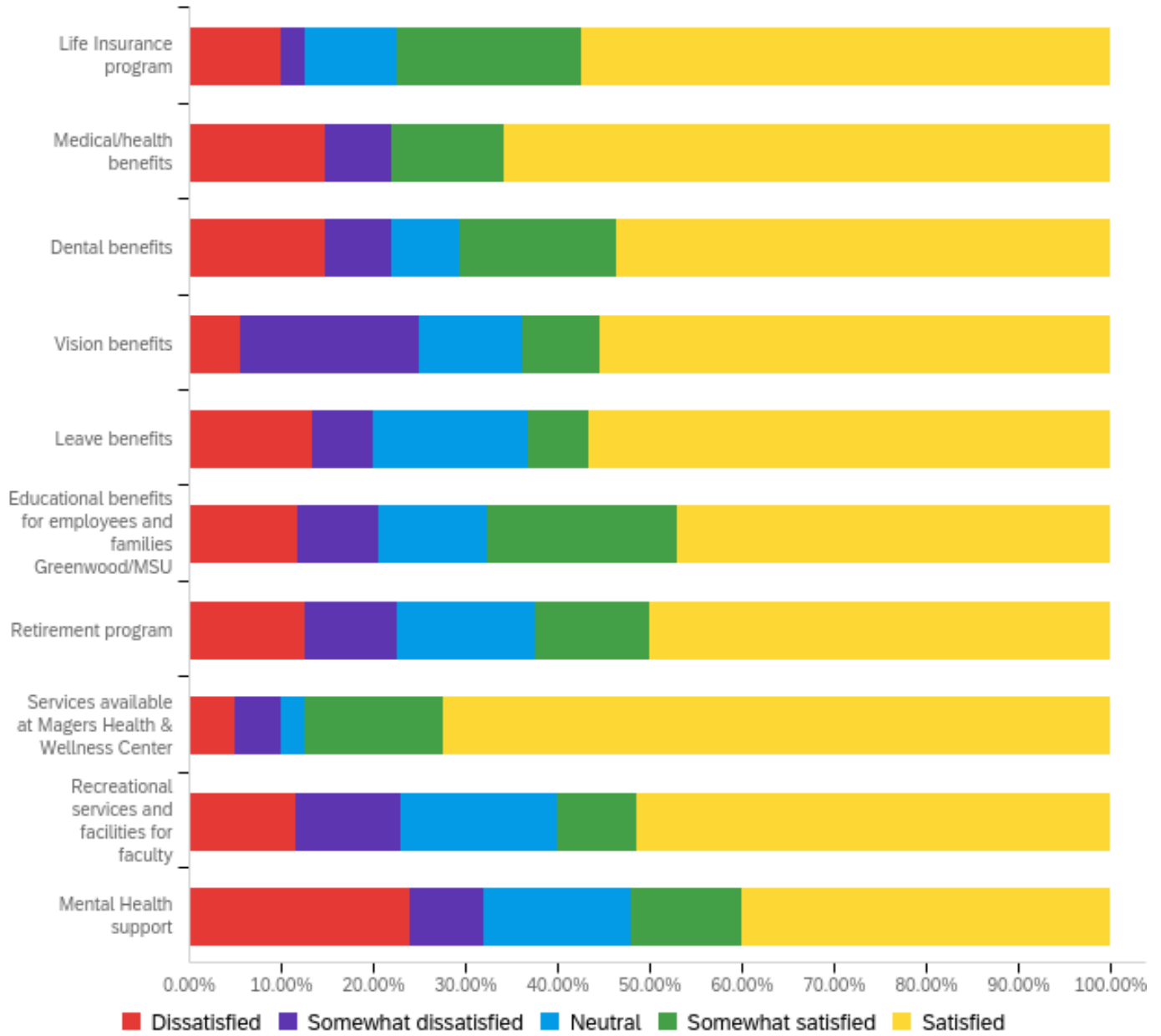

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	5.00	1.87	1.18	1.39	39
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	2.78	1.35	1.83	41
3	My teaching load is acceptable.	1.00	5.00	3.27	1.36	1.85	41
4	The assignment of classes is well aligned with my interests and background.	1.00	5.00	4.20	1.17	1.38	41
5	The assignment of courses is done with enough advance notice to prepare for each course.	1.00	5.00	4.37	0.98	0.96	41

| 6	My department has an adequate number of ranked faculty.	1.00	5.00	2.55	1.39	1.93	38
7	My department has an adequate number of clinical faculty.	1.00	5.00	2.94	1.35	1.83	35
8	My department has an adequate number of per-course faculty.	1.00	5.00	3.34	1.20	1.44	38
9	Committee assignments and duties are reasonable.	1.00	5.00	3.66	1.05	1.10	41
10	My academic advisement load is reasonable.	1.00	5.00	3.86	1.36	1.85	22
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	2.58	1.44	2.08	36
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.54	1.20	1.45	35
13	Compensation for per-course faculty is appropriate.	1.00	5.00	2.21	1.18	1.38	28
14	Faculty who teach an overload receive consistent compensation.	1.00	5.00	2.76	1.38	1.91	29
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.34	1.21	1.47	29

Q12 - How satisfied are you with the following university benefits?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	4.13	1.29	1.66	40
2	Medical/health benefits	1.00	5.00	4.07	1.50	2.26	41
3	Dental benefits	1.00	5.00	3.88	1.48	2.20	41
4	Vision benefits	1.00	5.00	3.89	1.39	1.93	36
5	Leave benefits	1.00	5.00	3.87	1.48	2.18	30
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.82	1.40	1.97	34

7	Retirement program	1.00	5.00	3.77	1.46	2.12	40
8	Services available at Magers Health & Wellness Center	1.00	5.00	4.45	1.09	1.20	40
9	Recreational services and facilities for faculty	1.00	5.00	3.77	1.46	2.12	35
10	Mental Health support	1.00	5.00	3.36	1.62	2.63	25

Q14 - How satisfied are you with the following aspects related to Covid-19?
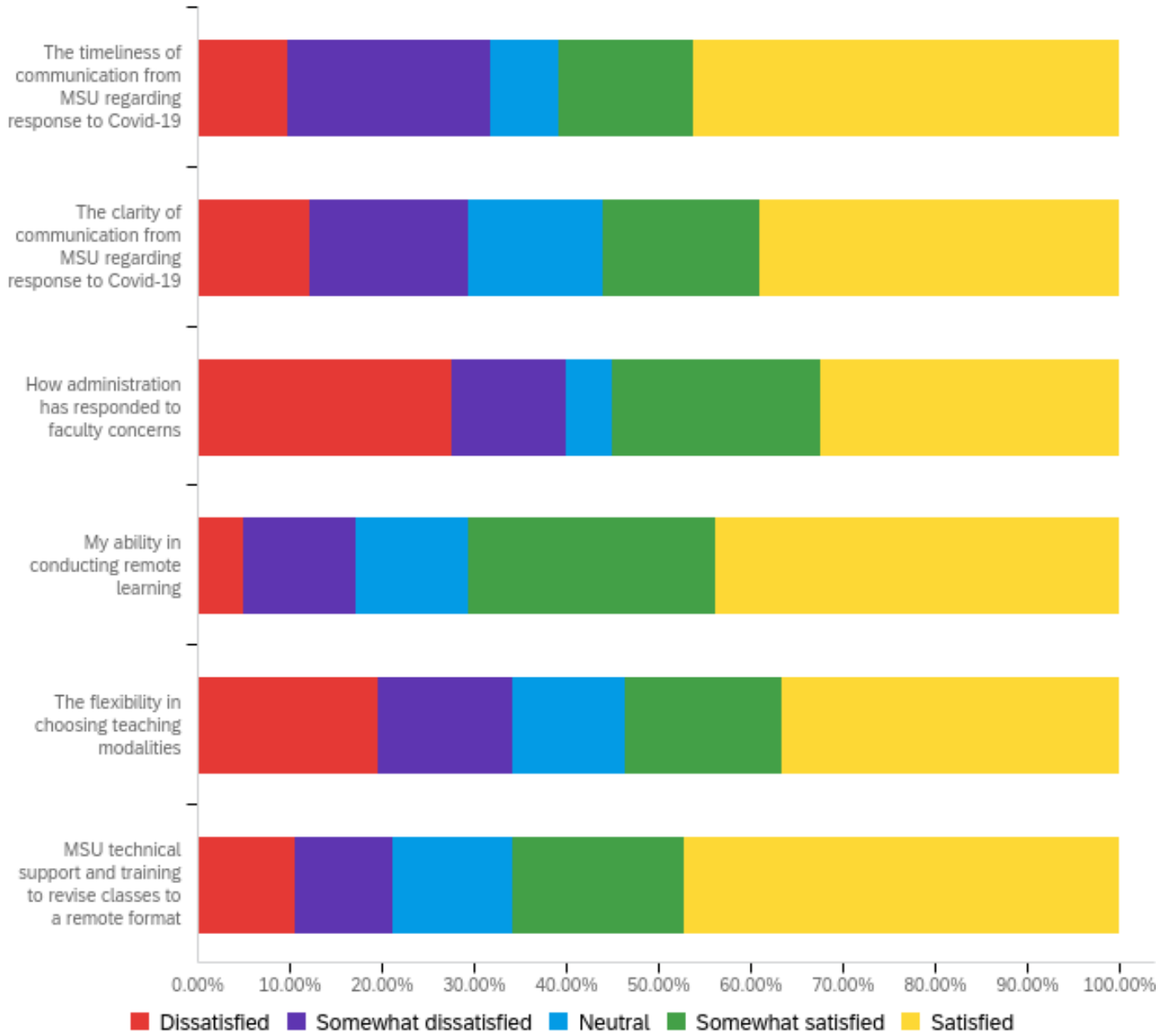
Legend: ■ Dissatisfied ■ Somewhat dissatisfied ■ Neutral ■ Somewhat satisfied ■ Satisfied

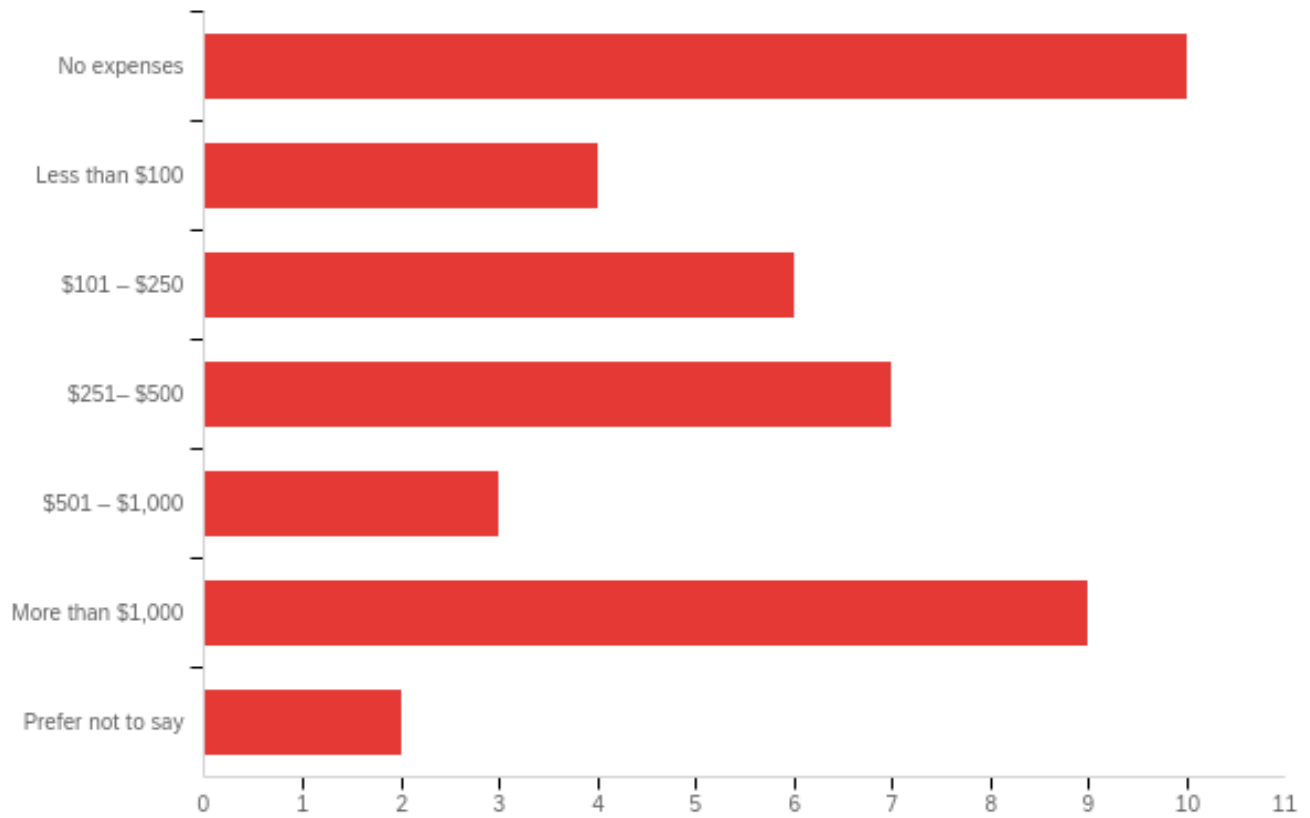| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	3.66	1.48	2.18	41
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	3.54	1.45	2.10	41
3	How administration has responded to faculty concerns	1.00	5.00	3.20	1.65	2.71	40
4	My ability in conducting remote learning	1.00	5.00	3.93	1.22	1.48	41
5	The flexibility in choosing teaching modalities	1.00	5.00	3.37	1.56	2.43	41
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	3.82	1.39	1.94	38

Q15 - How often do you worry about the following:
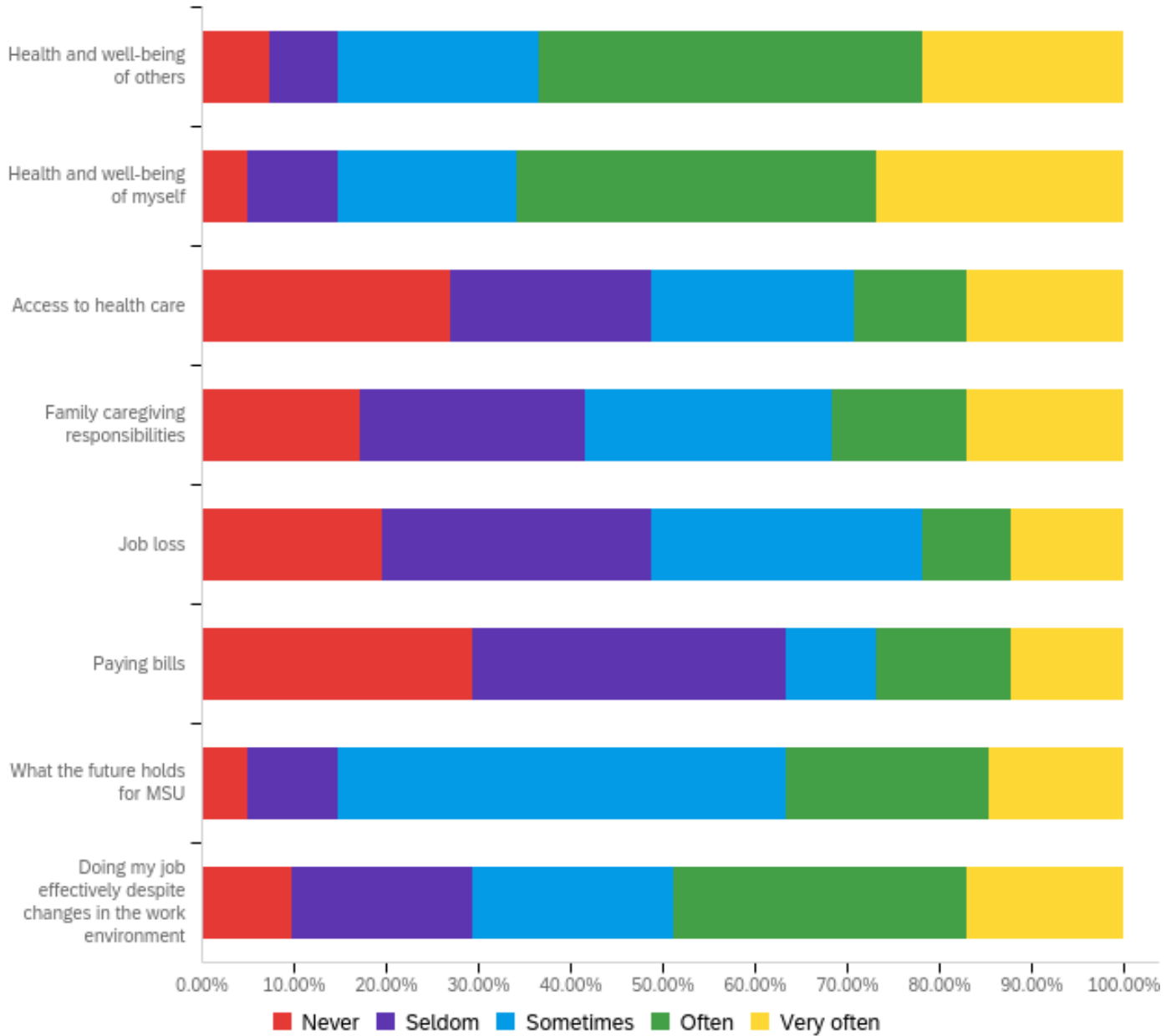
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	1.00	6.00	4.56	1.31	1.71	41
2	Health and well-being of myself	1.00	6.00	4.68	1.24	1.53	41
3	Access to health care	1.00	6.00	3.44	1.77	3.12	41
4	Family caregiving responsibilities	1.00	6.00	3.73	1.59	2.54	41
5	Job loss	1.00	6.00	3.46	1.53	2.35	41
6	Paying bills	1.00	6.00	3.17	1.71	2.92	41

| 7 | What the future holds for MSU | 1.00 | 6.00 | 4.27 | 1.13 | 1.27 | 41 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.17 | 1.43 | 2.04 | 41 |

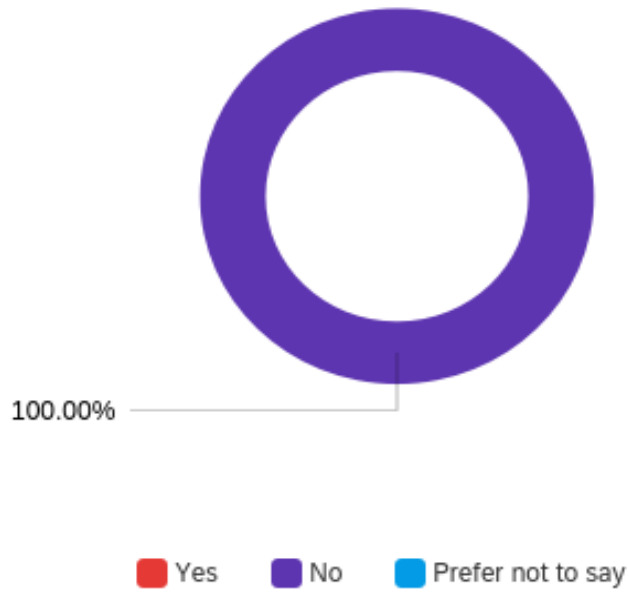**Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?**
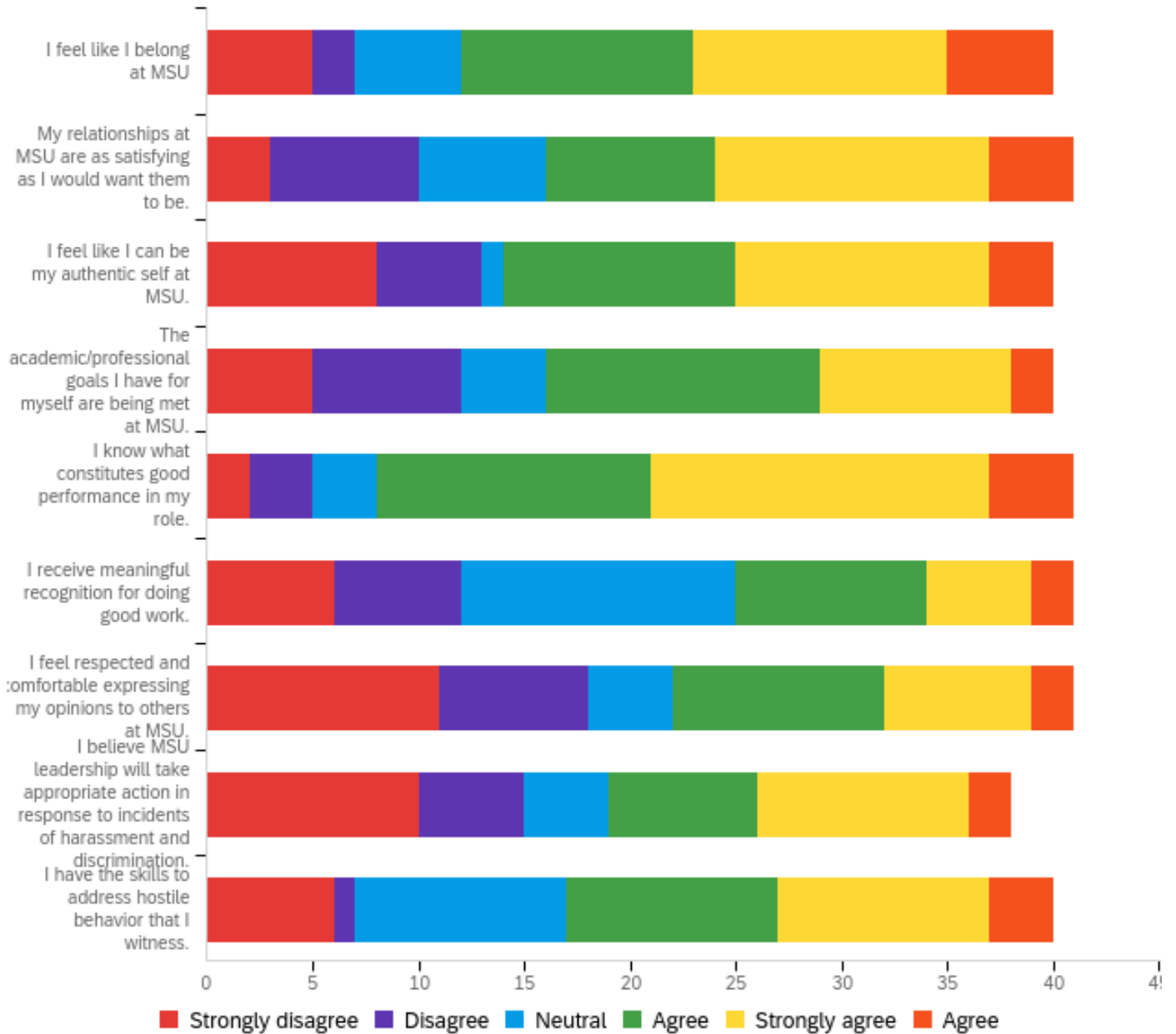
Q17 - Did you ask for reimbursement?

7.14%

92.86%

Yes   No

Q18 - Were you reimbursed?

100.00%

Yes No Prefer not to say
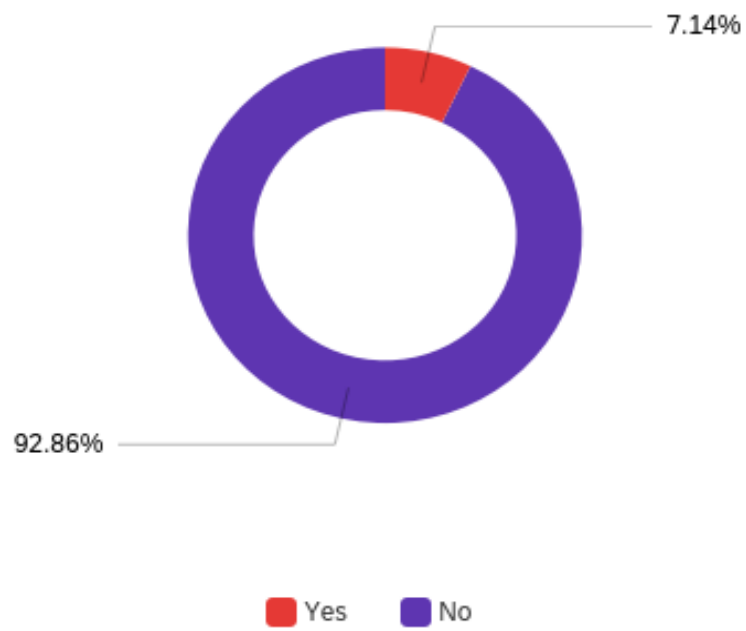
Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: College of Education
Faculty Morale Survey 2020

**Q2 - How strongly do you agree/disagree with the following overall statements about the university?**
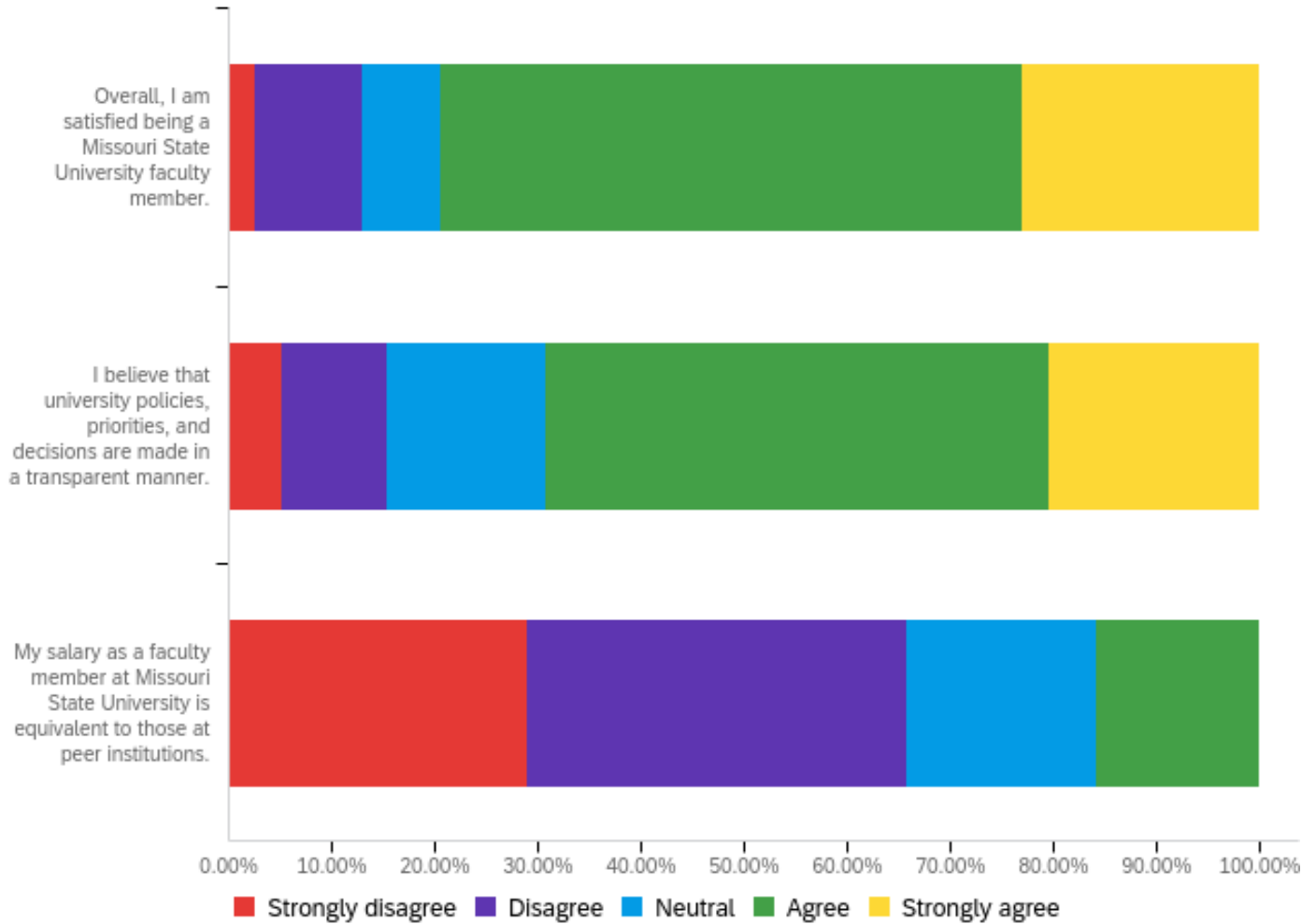
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.87	0.97	0.93	39
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.69	1.07	1.14	39
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	4.00	2.21	1.03	1.06	38

Q4 - How much do you think the university spends on the following?
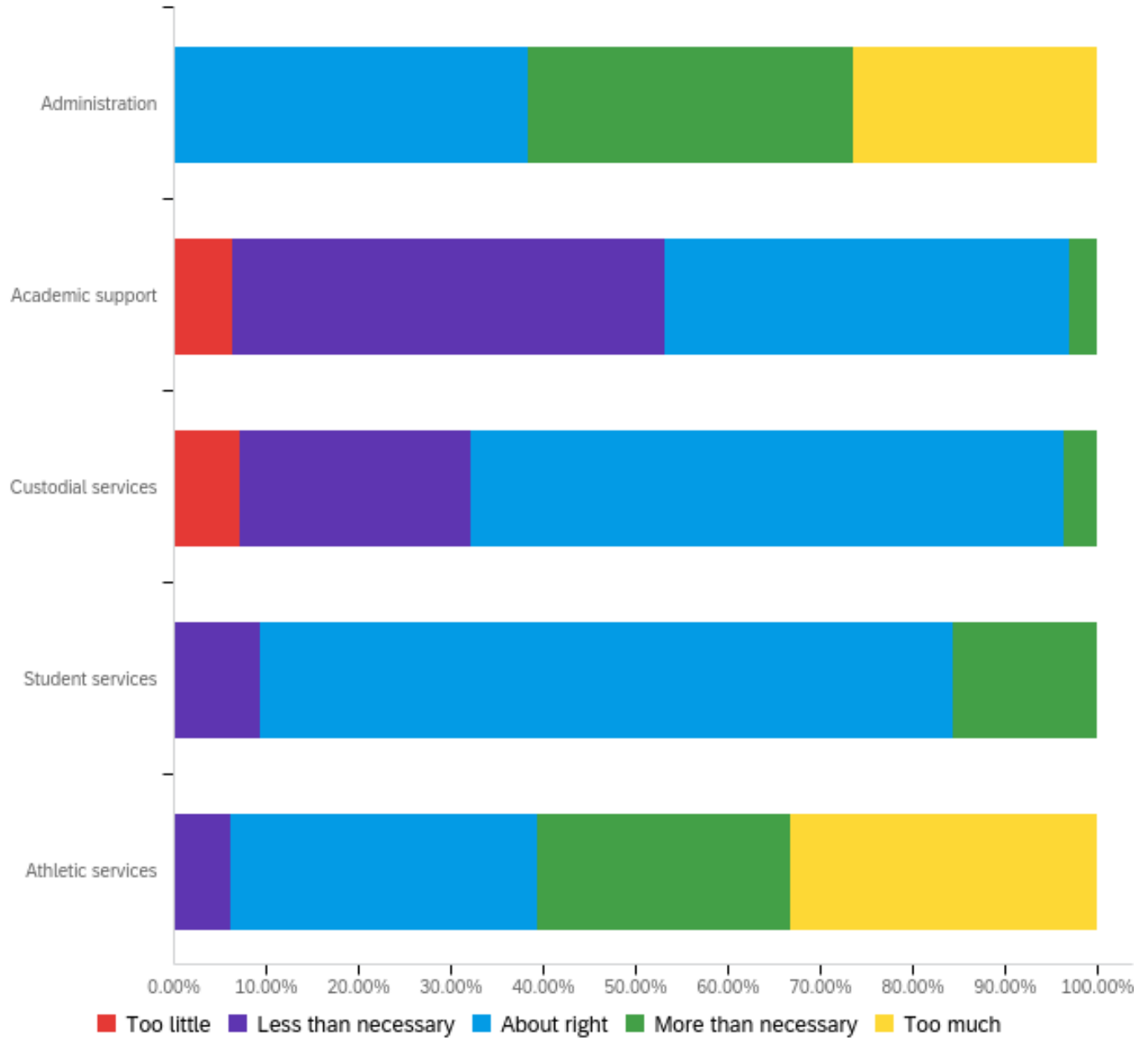
| Too little | Less than necessary | About right | More than necessary | Too much |

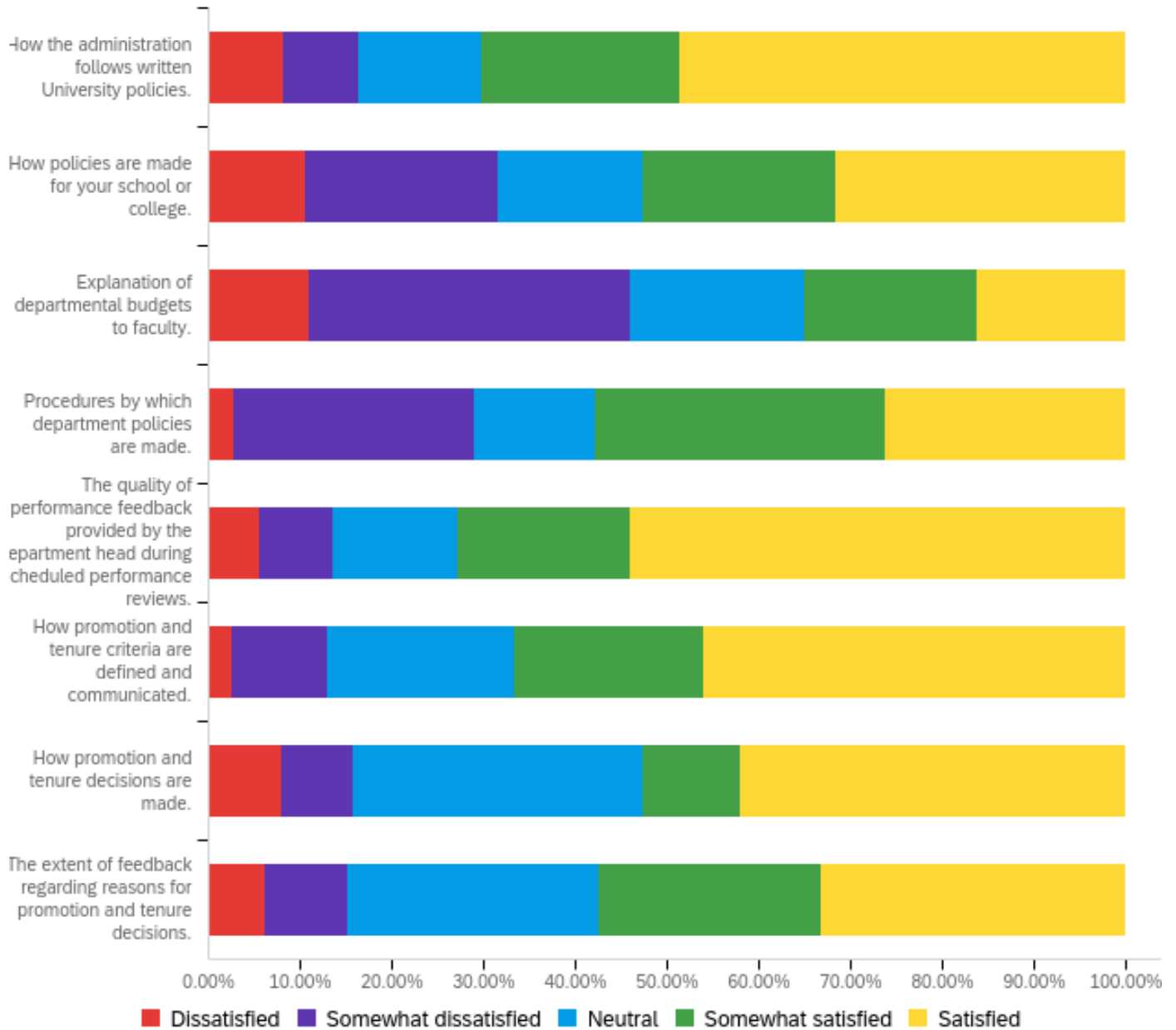| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	3.00	5.00	3.88	0.80	0.63	34
2	Academic support	1.00	4.00	2.44	0.66	0.43	32
3	Custodial services	1.00	4.00	2.64	0.67	0.44	28
4	Student services	2.00	4.00	3.06	0.50	0.25	32
5	Athletic services	2.00	5.00	3.88	0.95	0.89	33

Q6 - How satisfied are you with the following university facilities and support services?
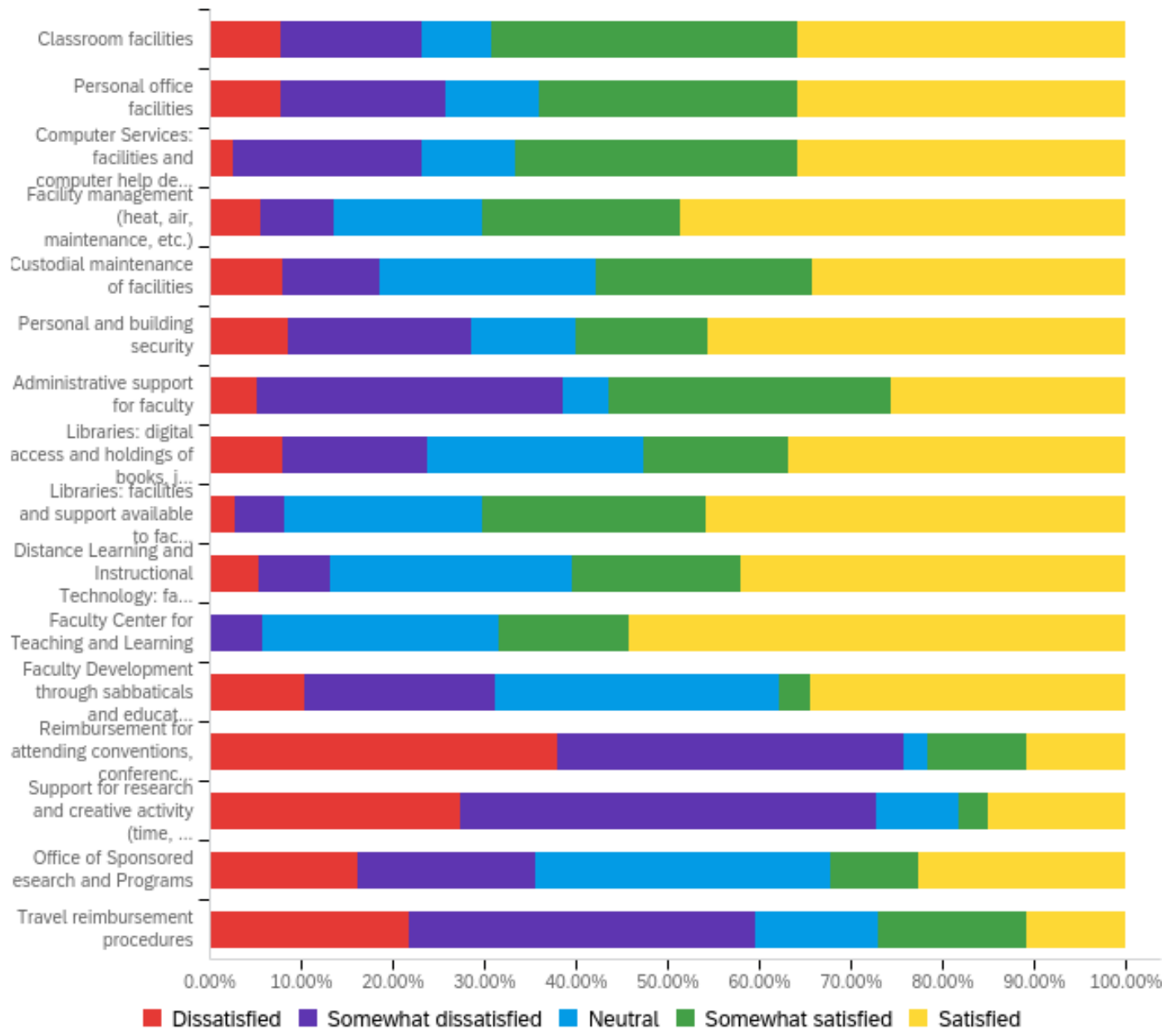
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.74	1.30	1.68	39
2	Personal office facilities	1.00	5.00	3.67	1.33	1.76	39
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	3.77	1.21	1.46	39
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	4.00	1.21	1.46	37
5	Custodial maintenance of facilities	1.00	5.00	3.66	1.26	1.59	38

6	Personal and building security	1.00	5.00	3.69	1.43	2.04	35
7	Administrative support for faculty	1.00	5.00	3.38	1.31	1.72	39
8	Libraries: digital access and holdings of books, journals	1.00	5.00	3.58	1.33	1.77	38
9	Libraries: facilities and support available to faculty	1.00	5.00	4.05	1.06	1.13	37
10	Distance Learning and Instructional Technology: facilities and support available to faculty	1.00	5.00	3.84	1.20	1.45	38
11	Faculty Center for Teaching and Learning	2.00	5.00	4.17	1.00	1.00	35
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	3.31	1.39	1.94	29
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	2.19	1.33	1.78	37
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.33	1.32	1.74	33
15	Office of Sponsored Research and Programs	1.00	5.00	3.03	1.36	1.84	31
16	Travel reimbursement procedures	1.00	5.00	2.57	1.28	1.65	37

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?
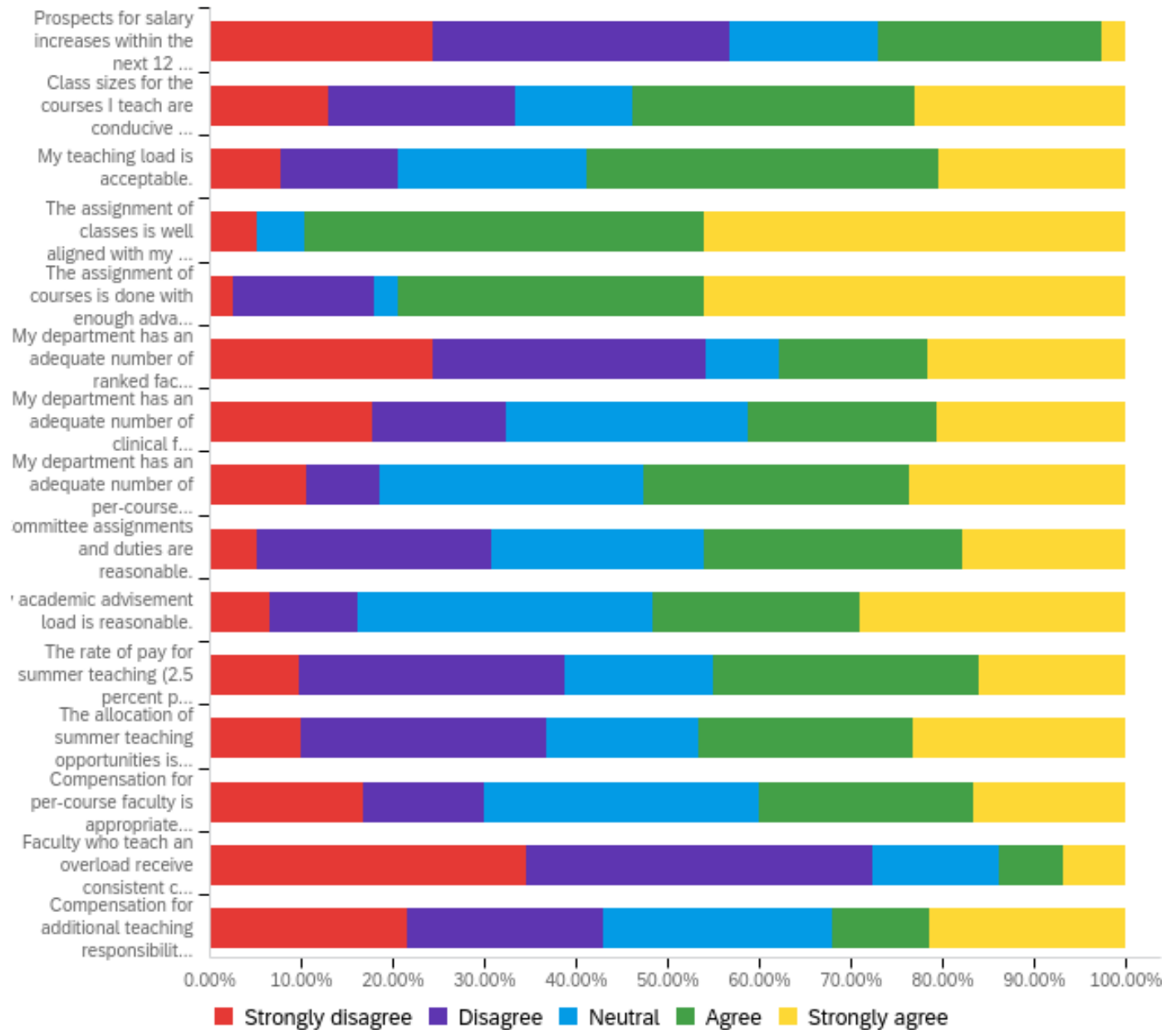

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	3.95	1.29	1.67	37
2	How policies are made for your school or college.	1.00	5.00	3.42	1.39	1.93	38
3	Explanation of departmental budgets to faculty.	1.00	5.00	2.95	1.27	1.62	37
4	Procedures by which department policies are made.	1.00	5.00	3.53	1.21	1.46	38
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	4.08	1.22	1.48	37

| 6	How promotion and tenure criteria are defined and communicated.	1.00	5.00	3.97	1.14	1.31	39
7	How promotion and tenure decisions are made.	1.00	5.00	3.71	1.30	1.68	38
8	The extent of feedback regarding reasons for promotion and tenure decisions.	1.00	5.00	3.70	1.19	1.42	33

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	5.00	2.49	1.18	1.38	37
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	3.31	1.36	1.85	39
3	My teaching load is acceptable.	1.00	5.00	3.51	1.17	1.38	39
4	The assignment of classes is well aligned with my interests and background.	1.00	5.00	4.26	0.95	0.91	39
5	The assignment of courses is done with enough advance notice to prepare for each course.	1.00	5.00	4.05	1.15	1.33	39

| 6	My department has an adequate number of ranked faculty.	1.00	5.00	2.81	1.50	2.26	37
7	My department has an adequate number of clinical faculty.	1.00	5.00	3.12	1.37	1.87	34
8	My department has an adequate number of per-course faculty.	1.00	5.00	3.47	1.23	1.51	38
9	Committee assignments and duties are reasonable.	1.00	5.00	3.28	1.18	1.38	39
10	My academic advisement load is reasonable.	1.00	5.00	3.58	1.19	1.40	31
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	3.13	1.26	1.60	31
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.23	1.33	1.78	30
13	Compensation for per-course faculty is appropriate.	1.00	5.00	3.10	1.30	1.69	30
14	Faculty who teach an overload receive consistent compensation.	1.00	5.00	2.14	1.17	1.36	29
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.89	1.42	2.02	28

Q12 - How satisfied are you with the following university benefits?
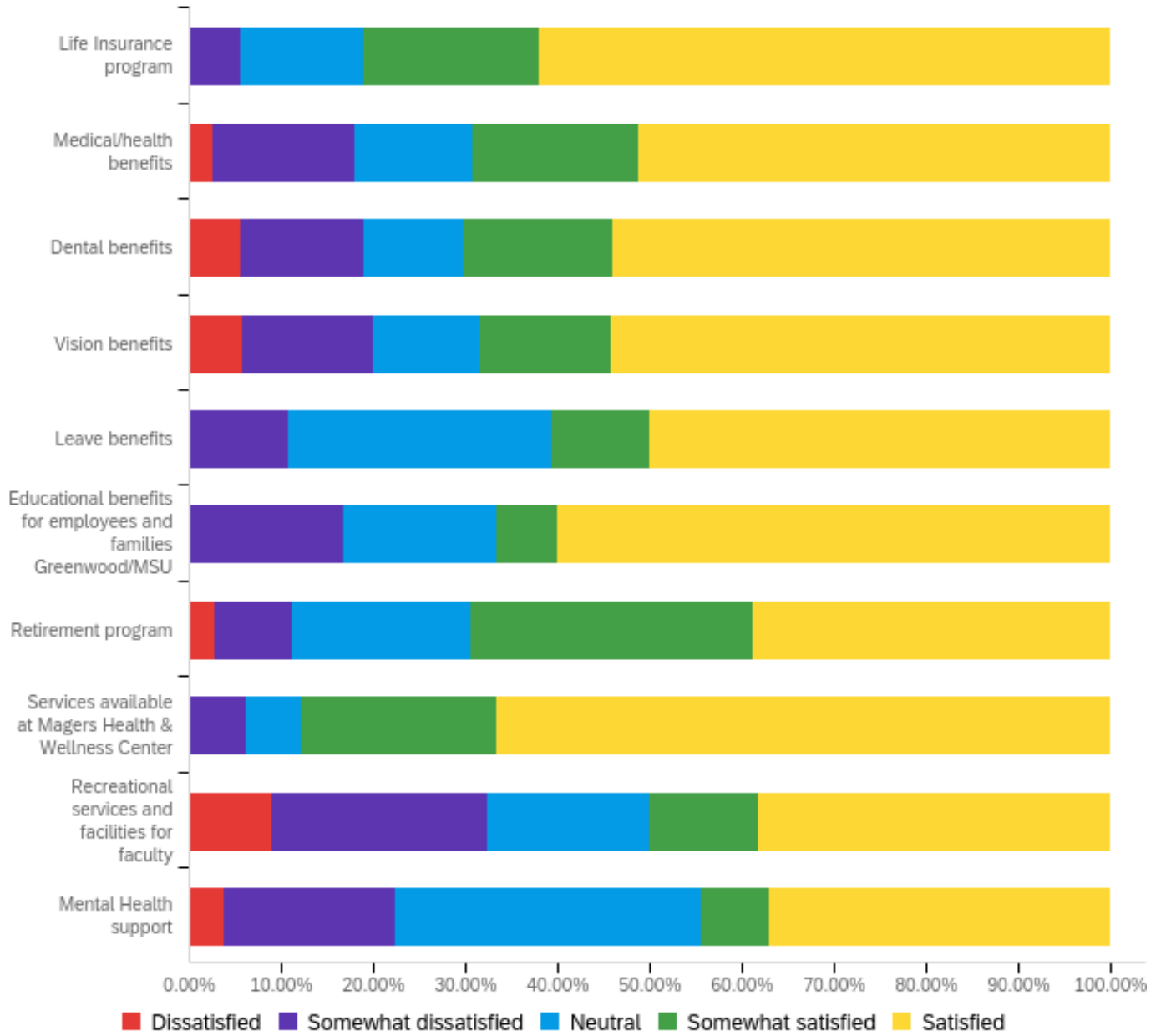
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	2.00	5.00	4.38	0.91	0.83	37
2	Medical/health benefits	1.00	5.00	4.00	1.22	1.49	39
3	Dental benefits	1.00	5.00	4.00	1.29	1.68	37
4	Vision benefits	1.00	5.00	3.97	1.32	1.74	35
5	Leave benefits	2.00	5.00	4.00	1.10	1.21	28
6	Educational benefits for employees and families Greenwood/MSU	2.00	5.00	4.10	1.19	1.42	30

7	Retirement program	1.00	5.00	3.94	1.08	1.16	36
8	Services available at Magers Health & Wellness Center	2.00	5.00	4.48	0.86	0.73	33
9	Recreational services and facilities for faculty	1.00	5.00	3.47	1.42	2.01	34
10	Mental Health support	1.00	5.00	3.56	1.26	1.58	27

Q14 - How satisfied are you with the following aspects related to Covid-19?
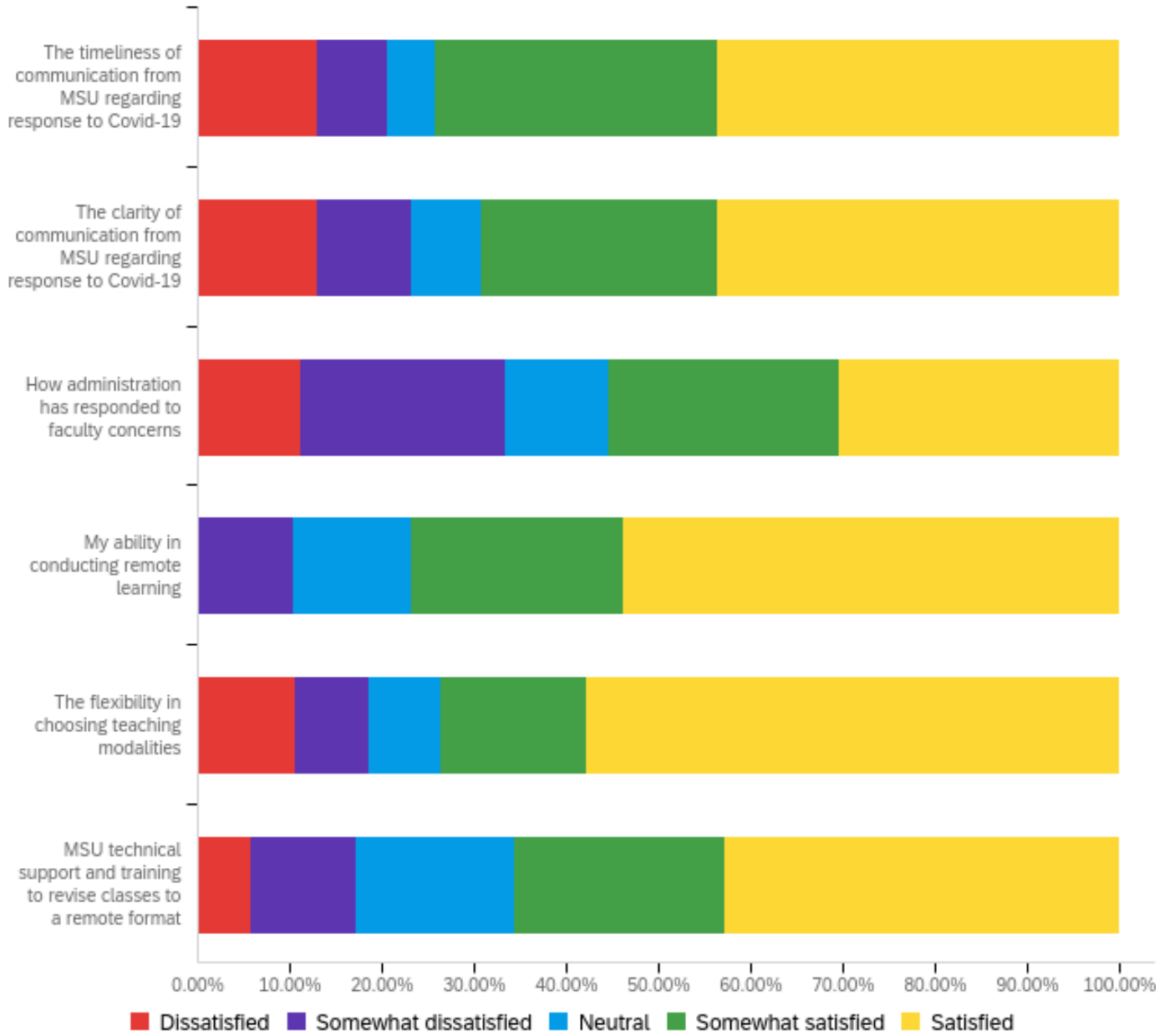
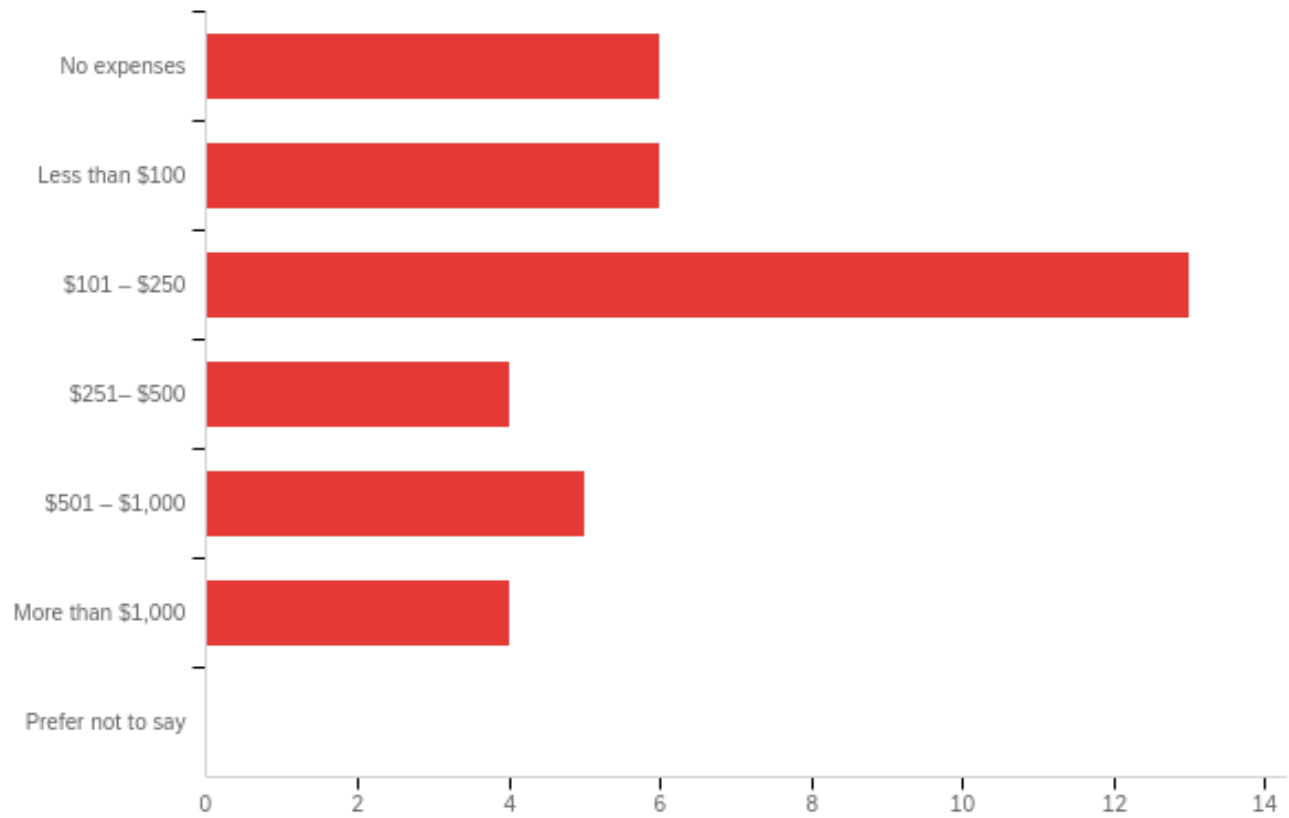| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	3.85	1.39	1.93	39
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	3.77	1.42	2.02	39
3	How administration has responded to faculty concerns	1.00	5.00	3.42	1.40	1.97	36
4	My ability in conducting remote learning	2.00	5.00	4.21	1.02	1.03	39
5	The flexibility in choosing teaching modalities	1.00	5.00	4.03	1.39	1.92	38
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	3.86	1.25	1.55	35

Q15 - How often do you worry about the following:
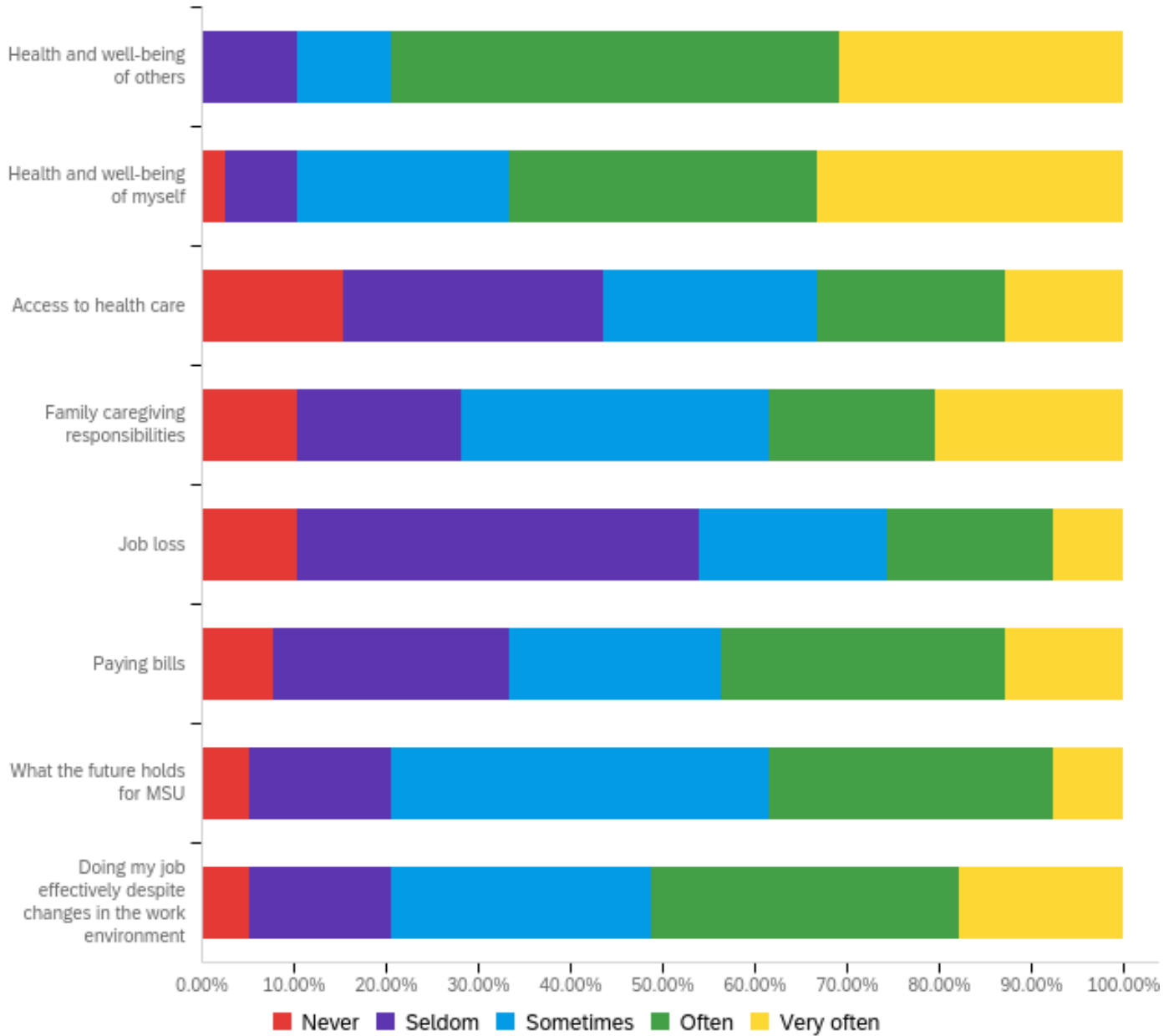
| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	3.00	6.00	5.00	0.91	0.82	39
2	Health and well-being of myself	1.00	6.00	4.85	1.12	1.26	39
3	Access to health care	1.00	6.00	3.72	1.52	2.31	39
4	Family caregiving responsibilities	1.00	6.00	4.10	1.45	2.09	39
5	Job loss	1.00	6.00	3.59	1.30	1.68	39
6	Paying bills	1.00	6.00	4.08	1.33	1.76	39

| 7 | What the future holds for MSU | 1.00 | 6.00 | 4.15 | 1.10 | 1.21 | 39 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.38 | 1.23 | 1.52 | 39 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?
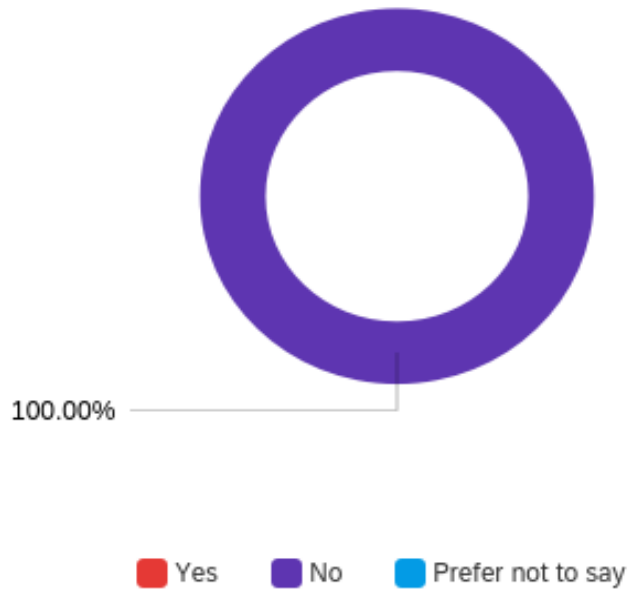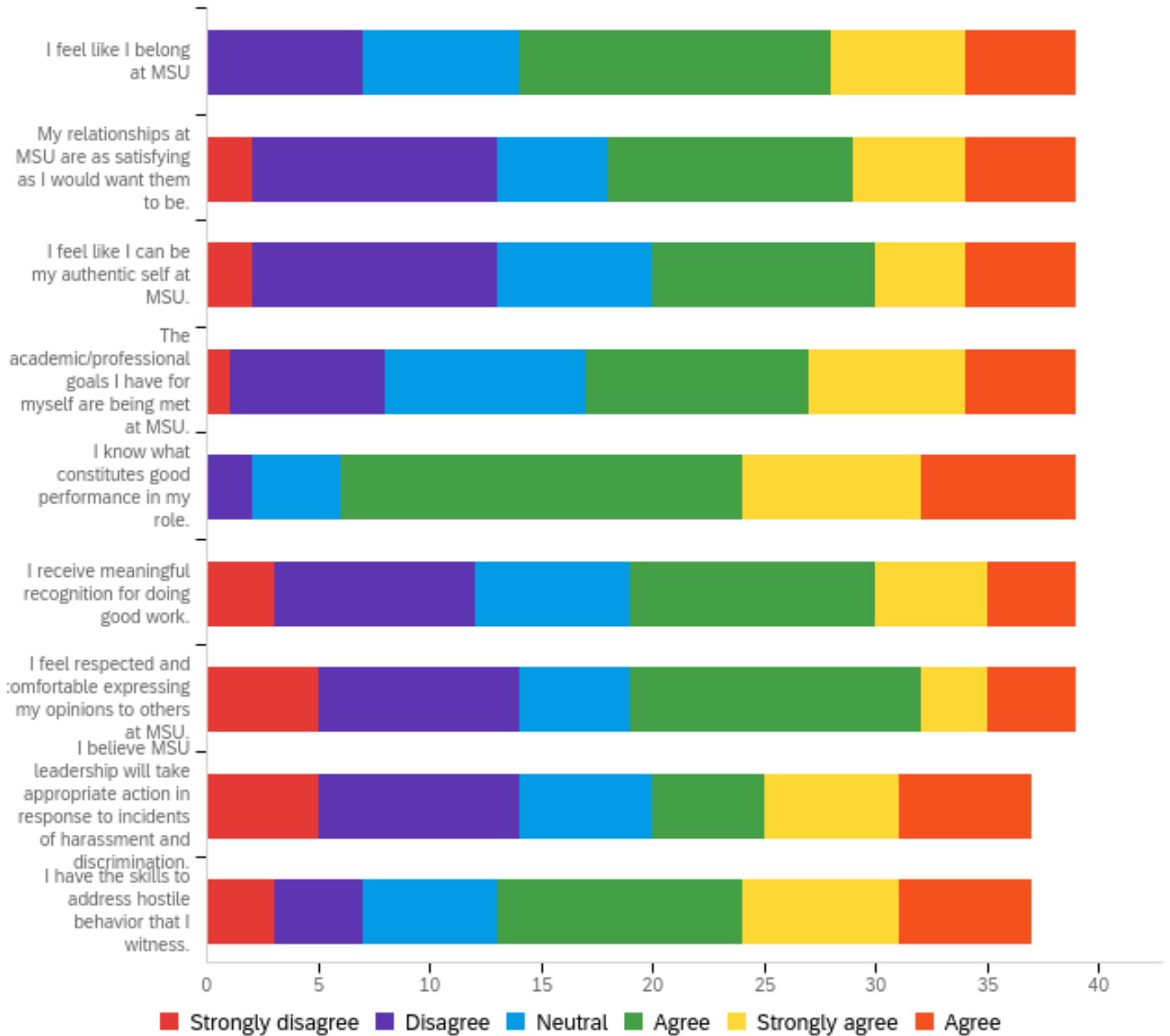
Q17 - Did you ask for reimbursement?

12.90%

87.10%

Yes   No

Q18 - Were you reimbursed?


100.00%

■ Yes ■ No ■ Prefer not to say
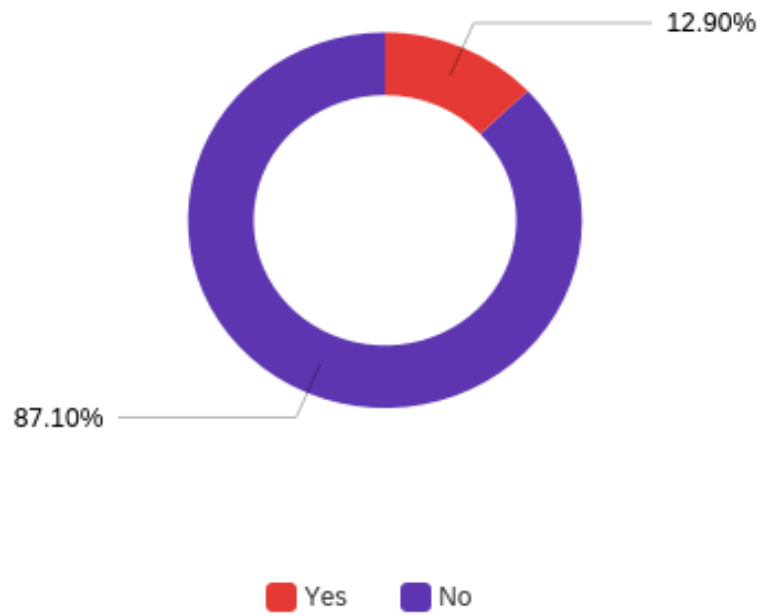
Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: College of Humanities and Public Affairs

Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?
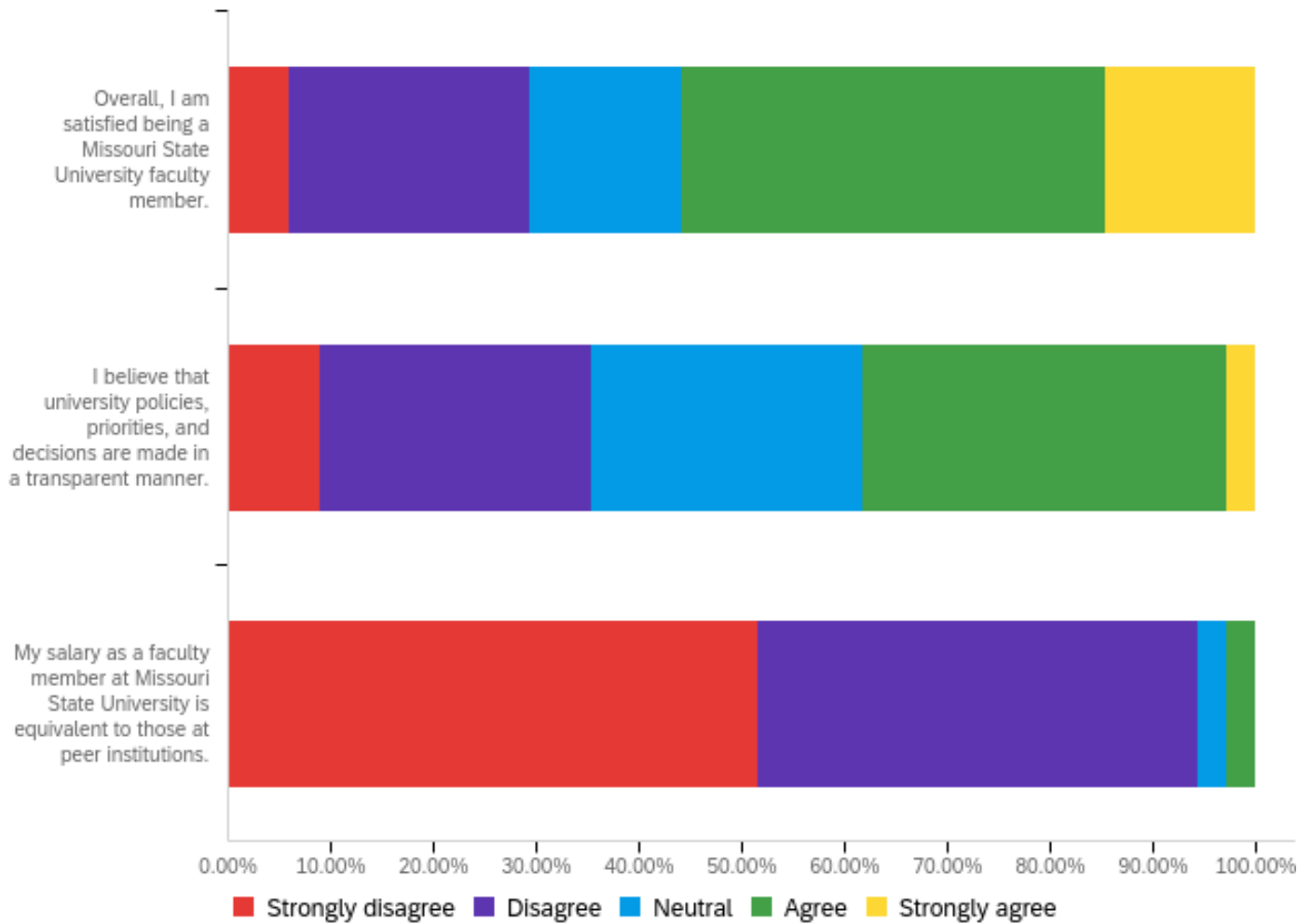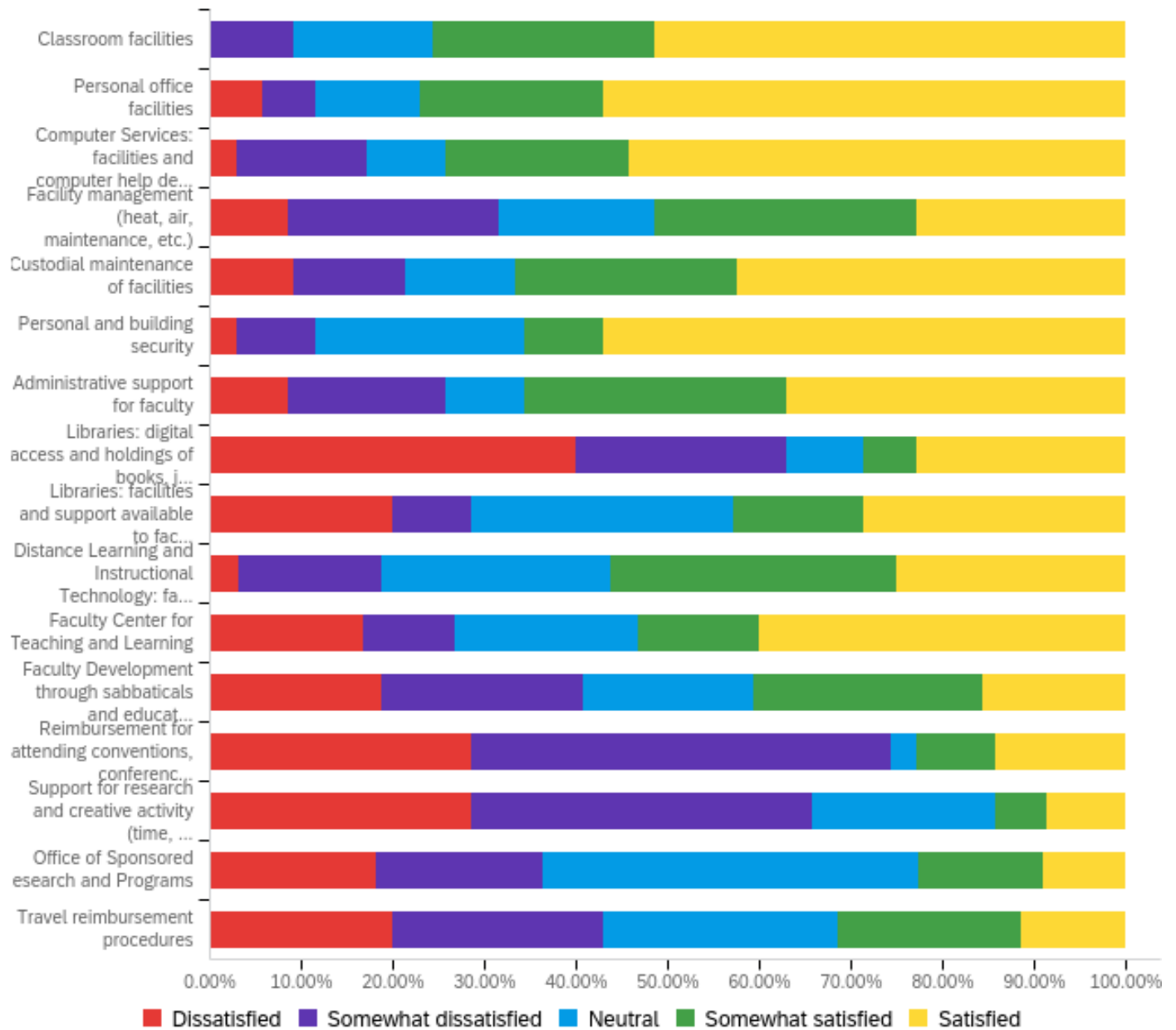

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.35	1.16	1.35	34
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	2.97	1.04	1.09	34
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	4.00	1.57	0.69	0.47	35

Q4 - How much do you think the university spends on the following?
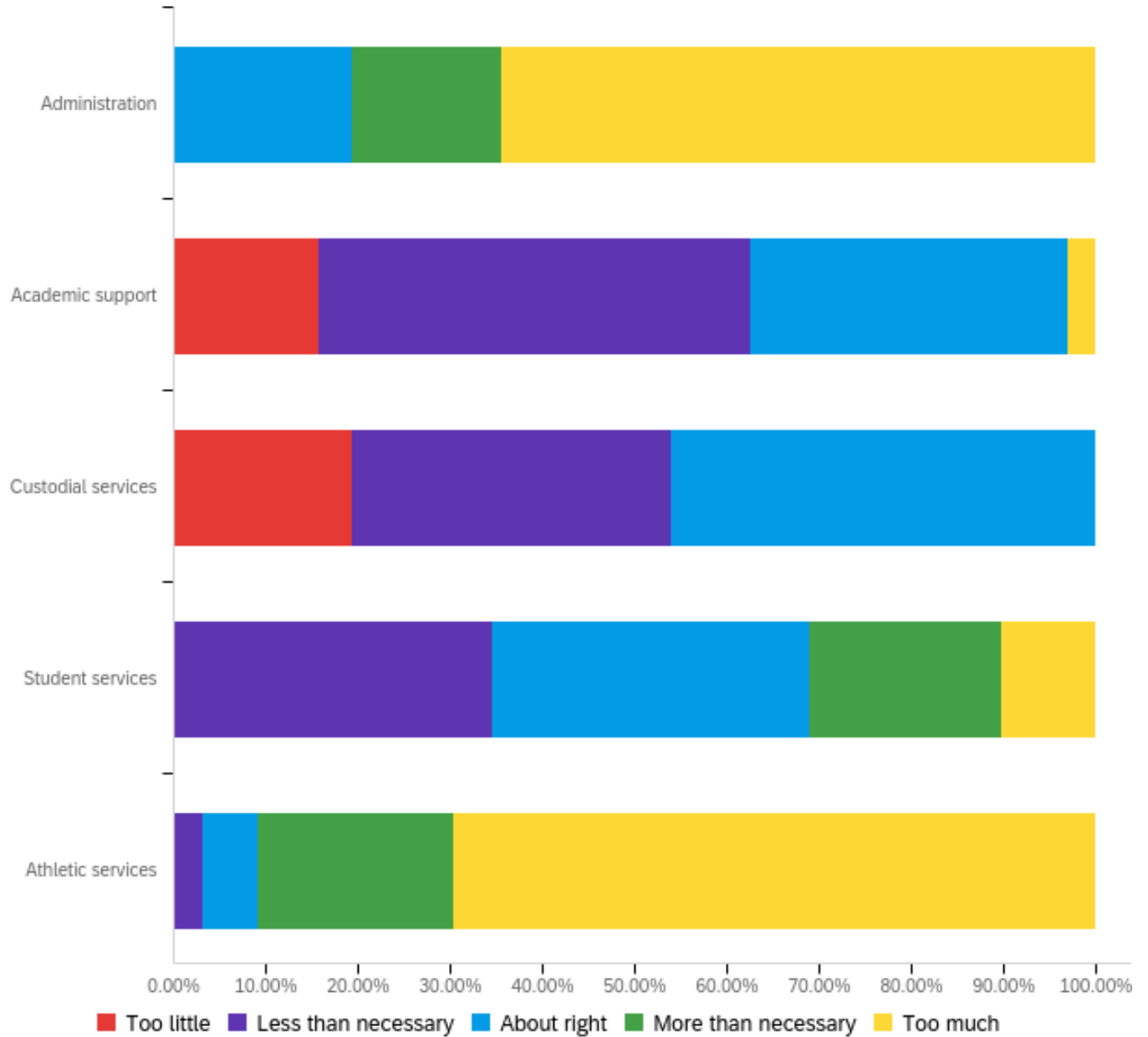
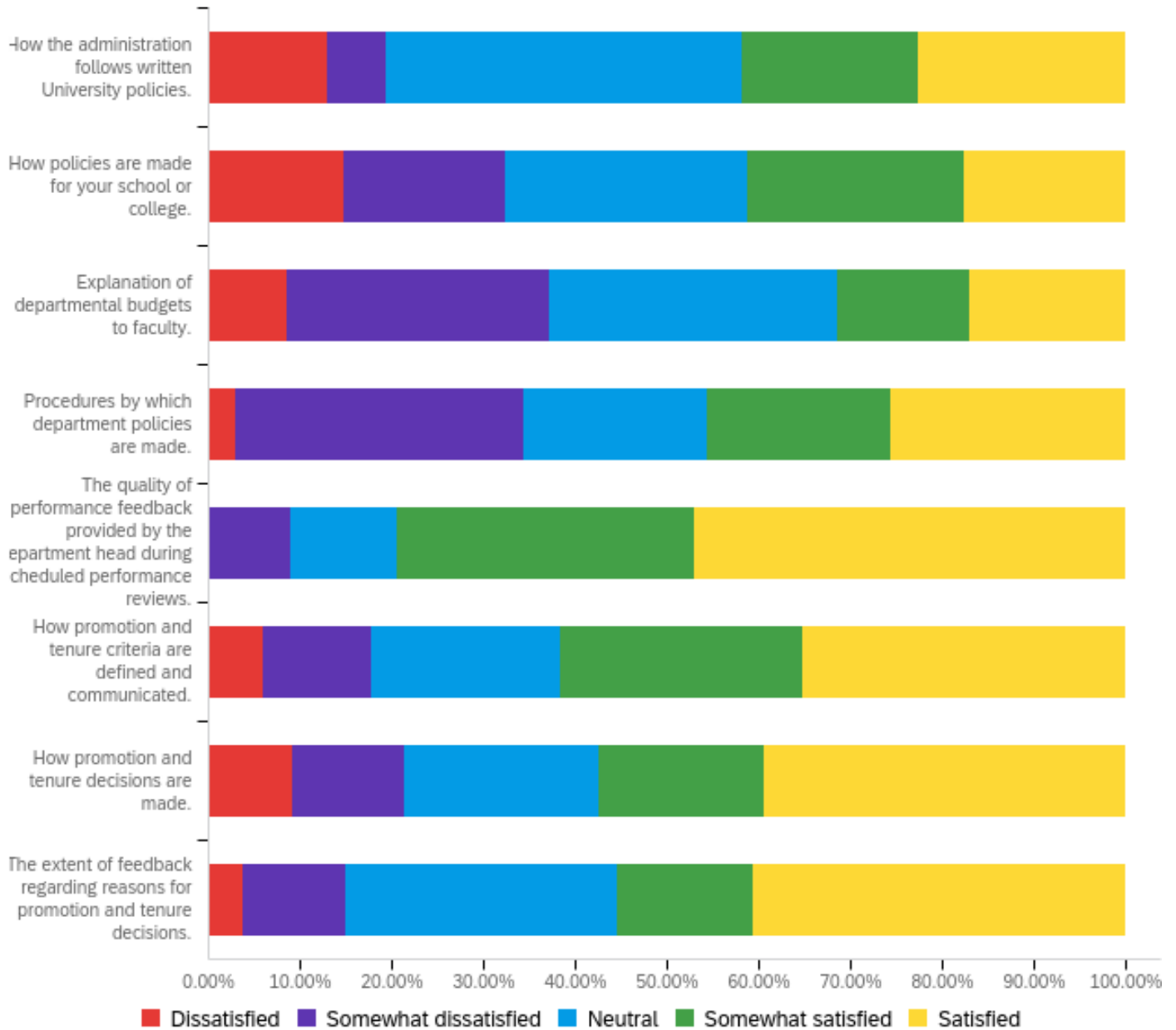| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	3.00	5.00	4.45	0.80	0.63	31
2	Academic support	1.00	5.00	2.28	0.84	0.70	32
3	Custodial services	1.00	3.00	2.27	0.76	0.58	26
4	Student services	2.00	5.00	3.07	0.98	0.96	29
5	Athletic services	2.00	5.00	4.58	0.74	0.55	33

Q6 - How satisfied are you with the following university facilities and support services?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	2.00	5.00	4.18	1.00	1.00	33
2	Personal office facilities	1.00	5.00	4.17	1.18	1.40	35
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	4.09	1.20	1.45	35
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	3.34	1.29	1.65	35
5	Custodial maintenance of facilities	1.00	5.00	3.79	1.34	1.80	33

6	Personal and building security	1.00	5.00	4.09	1.18	1.39	35
7	Administrative support for faculty	1.00	5.00	3.69	1.35	1.82	35
8	Libraries: digital access and holdings of books, journals	1.00	5.00	2.49	1.59	2.54	35
9	Libraries: facilities and support available to faculty	1.00	5.00	3.23	1.46	2.12	35
10	Distance Learning and Instructional Technology: facilities and support available to faculty	1.00	5.00	3.59	1.11	1.24	32
11	Faculty Center for Teaching and Learning	1.00	5.00	3.50	1.50	2.25	30
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	2.97	1.36	1.84	32
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	2.34	1.35	1.83	35
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.29	1.18	1.40	35
15	Office of Sponsored Research and Programs	1.00	5.00	2.77	1.17	1.36	22
16	Travel reimbursement procedures	1.00	5.00	2.80	1.28	1.65	35

## Q8 - How satisfied are you with the following statements regarding university's policies and procedures?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	3.32	1.25	1.57	31
2	How policies are made for your school or college.	1.00	5.00	3.12	1.30	1.69	34
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.03	1.21	1.46	35
4	Procedures by which department policies are made.	1.00	5.00	3.34	1.24	1.54	35
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	2.00	5.00	4.18	0.95	0.91	34

| 6 | How promotion and tenure criteria are defined and communicated. | 1.00 | 5.00 | 3.74 | 1.22 | 1.49 | 34 |
| 7 | How promotion and tenure decisions are made. | 1.00 | 5.00 | 3.67 | 1.34 | 1.80 | 33 |
| 8 | The extent of feedback regarding reasons for promotion and tenure decisions. | 1.00 | 5.00 | 3.78 | 1.20 | 1.43 | 27 |

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
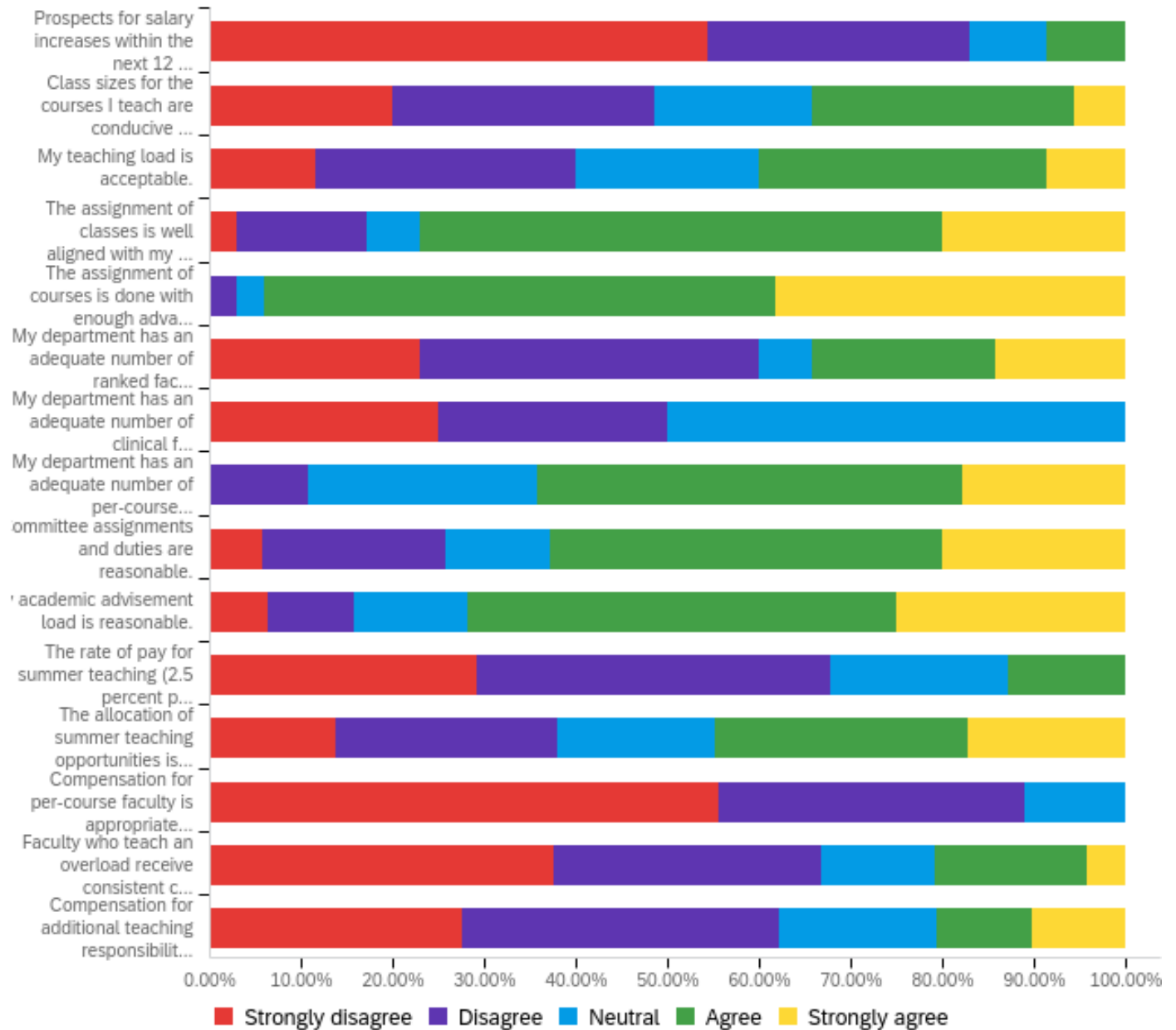
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	4.00	1.71	0.94	0.89	35
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	2.71	1.23	1.52	35
3	My teaching load is acceptable.	1.00	5.00	2.97	1.18	1.40	35
4	The assignment of classes is well aligned with my interests and background.	1.00	5.00	3.77	1.02	1.03	35
5	The assignment of courses is done with enough advance notice to prepare for each course.	2.00	5.00	4.29	0.67	0.44	34

| 6	My department has an adequate number of ranked faculty.	1.00	5.00	2.66	1.39	1.94	35
7	My department has an adequate number of clinical faculty.	1.00	3.00	2.25	0.83	0.69	8
8	My department has an adequate number of per-course faculty.	2.00	5.00	3.71	0.88	0.78	28
9	Committee assignments and duties are reasonable.	1.00	5.00	3.51	1.18	1.39	35
10	My academic advisement load is reasonable.	1.00	5.00	3.75	1.12	1.25	32
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	4.00	2.16	0.99	0.97	31
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.10	1.32	1.75	29
13	Compensation for per-course faculty is appropriate.	1.00	3.00	1.56	0.68	0.47	27
14	Faculty who teach an overload receive consistent compensation.	1.00	5.00	2.21	1.22	1.50	24
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.41	1.27	1.62	29

Q12 - How satisfied are you with the following university benefits?
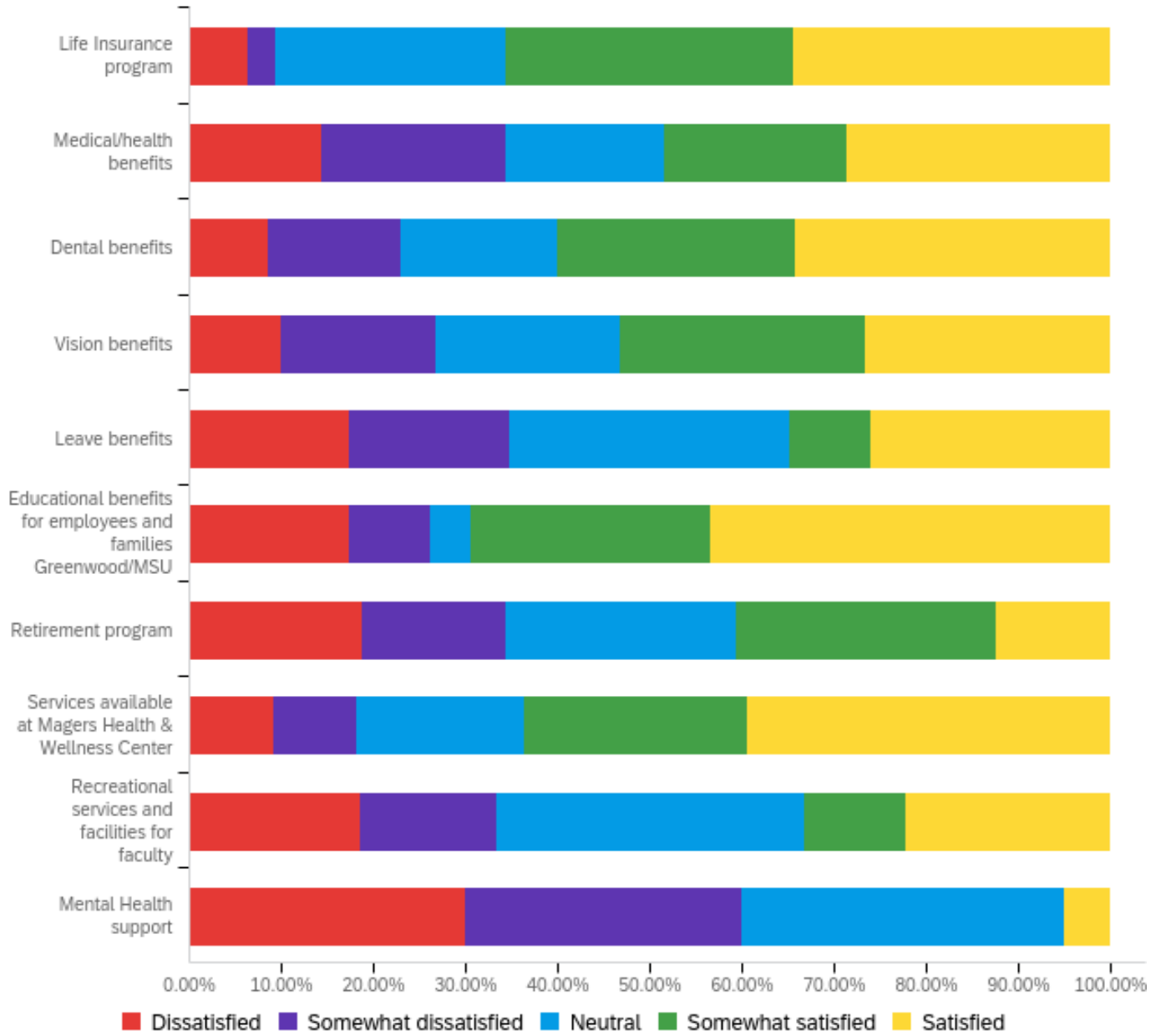
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	3.84	1.12	1.26	32
2	Medical/health benefits	1.00	5.00	3.29	1.43	2.03	35
3	Dental benefits	1.00	5.00	3.63	1.31	1.72	35
4	Vision benefits	1.00	5.00	3.43	1.31	1.71	30
5	Leave benefits	1.00	5.00	3.09	1.41	1.99	23
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.70	1.52	2.30	23

7	Retirement program	1.00	5.00	3.00	1.30	1.69	32
8	Services available at Magers Health & Wellness Center	1.00	5.00	3.76	1.30	1.70	33
9	Recreational services and facilities for faculty	1.00	5.00	3.04	1.37	1.89	27
10	Mental Health support	1.00	5.00	2.20	1.03	1.06	20

Q14 - How satisfied are you with the following aspects related to Covid-19?
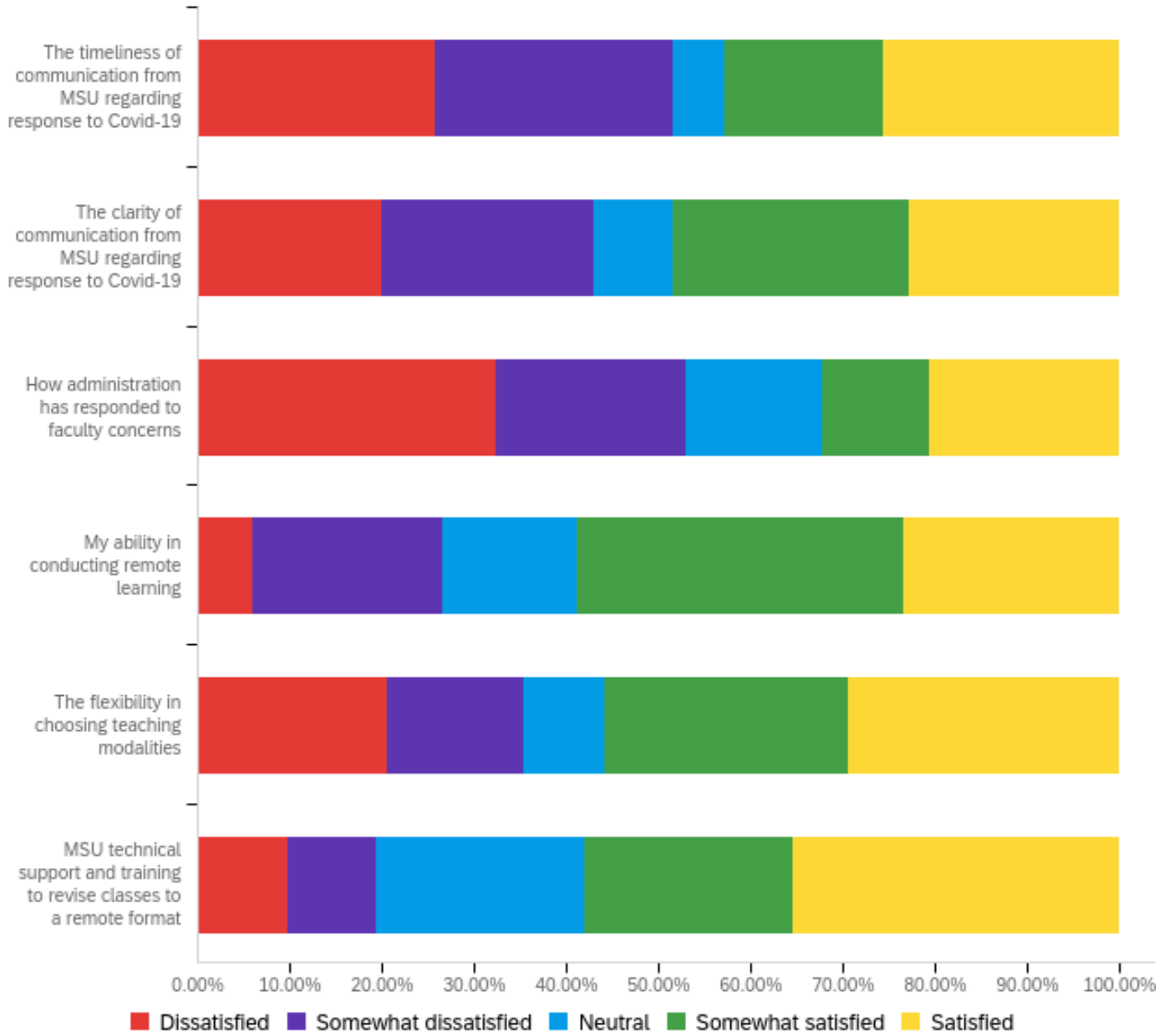
| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	2.91	1.57	2.48	35
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	3.09	1.48	2.19	35
3	How administration has responded to faculty concerns	1.00	5.00	2.68	1.53	2.34	34
4	My ability in conducting remote learning	1.00	5.00	3.50	1.22	1.49	34
5	The flexibility in choosing teaching modalities	1.00	5.00	3.29	1.52	2.33	34
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	3.65	1.31	1.71	31

Q15 - How often do you worry about the following:
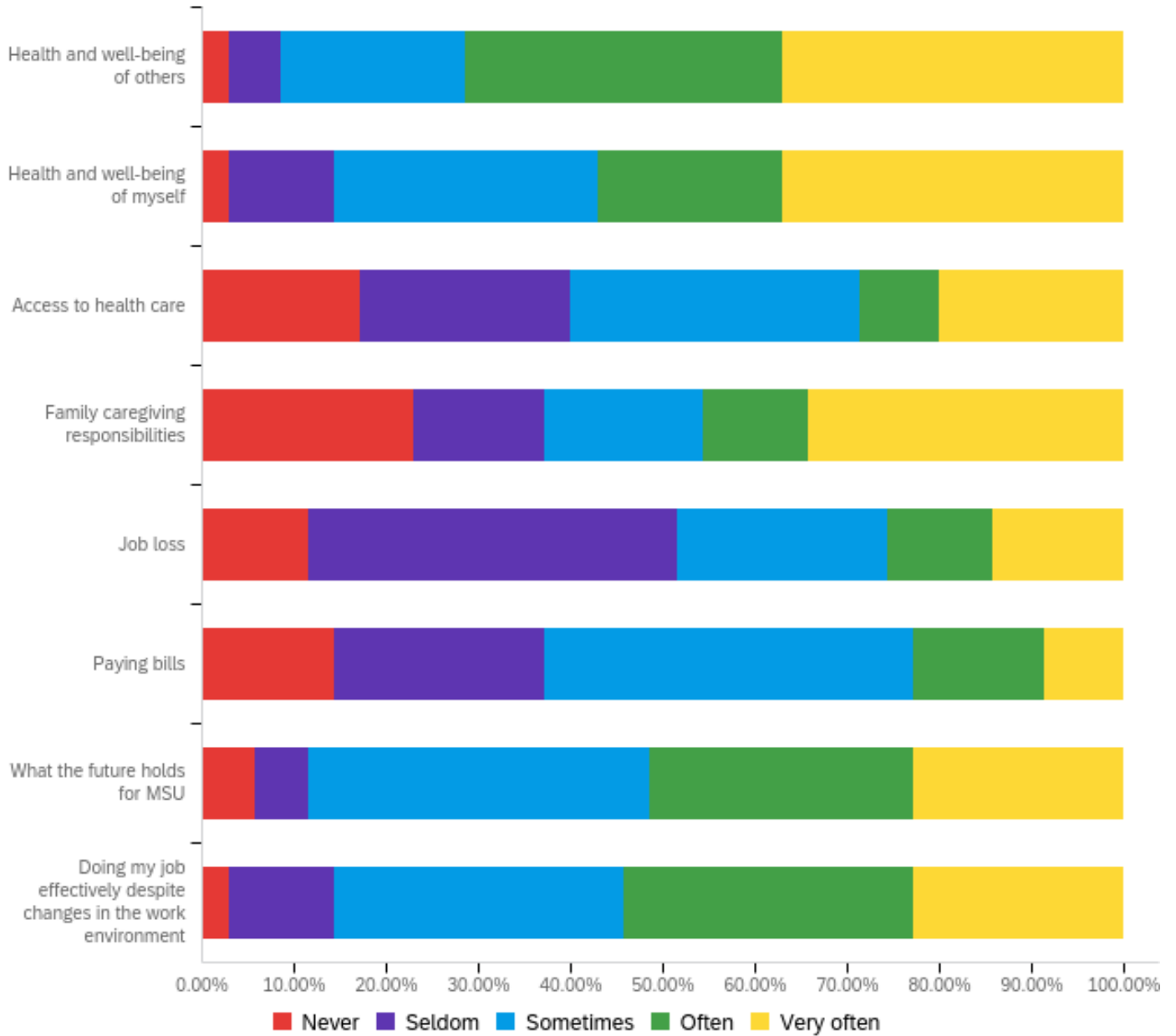
| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	1.00	6.00	4.94	1.12	1.25	35
2	Health and well-being of myself	1.00	6.00	4.74	1.23	1.51	35
3	Access to health care	1.00	6.00	3.74	1.61	2.59	35
4	Family caregiving responsibilities	1.00	6.00	3.97	1.92	3.68	35
5	Job loss	1.00	6.00	3.66	1.41	2.00	35
6	Paying bills	1.00	6.00	3.66	1.37	1.88	35

| 7 | What the future holds for MSU | 1.00 | 6.00 | 4.51 | 1.23 | 1.51 | 35 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.57 | 1.13 | 1.27 | 35 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?
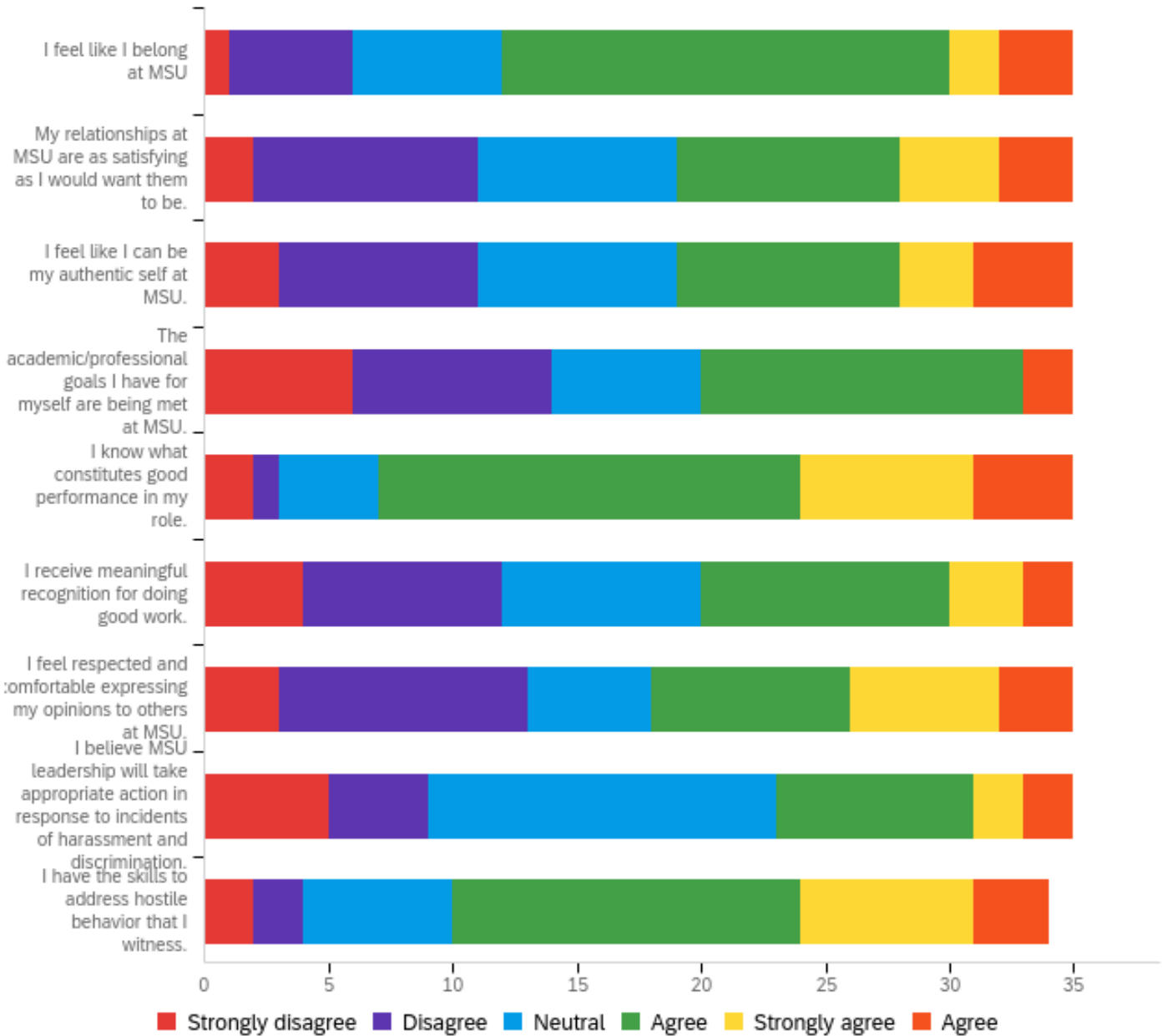
3.57%

96.43%
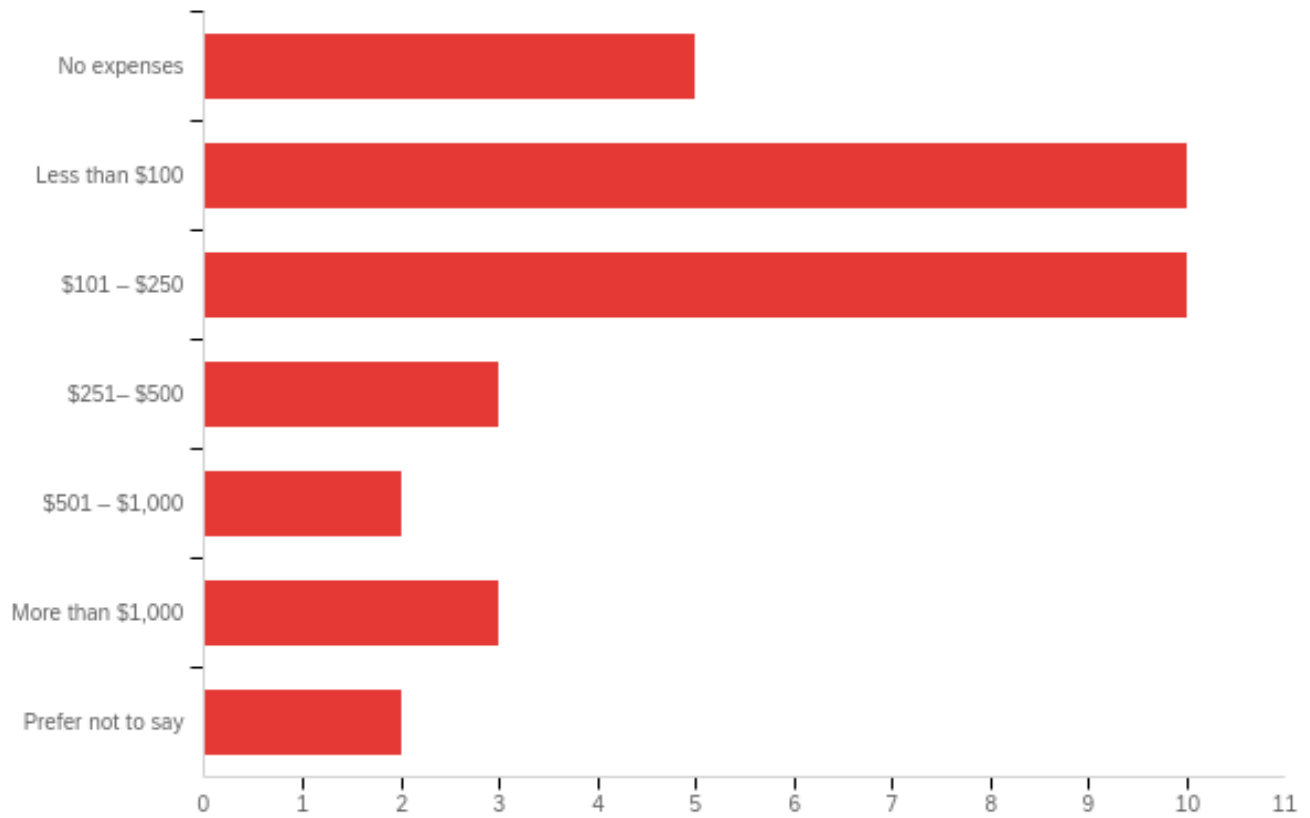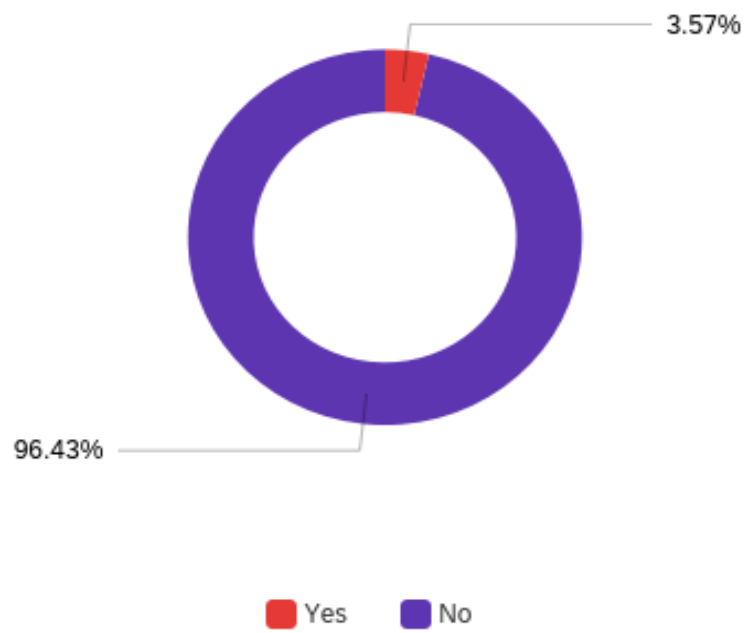
Yes   No

Q18 - Were you reimbursed?

NO DATA

Yes No Prefer not to say

Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.
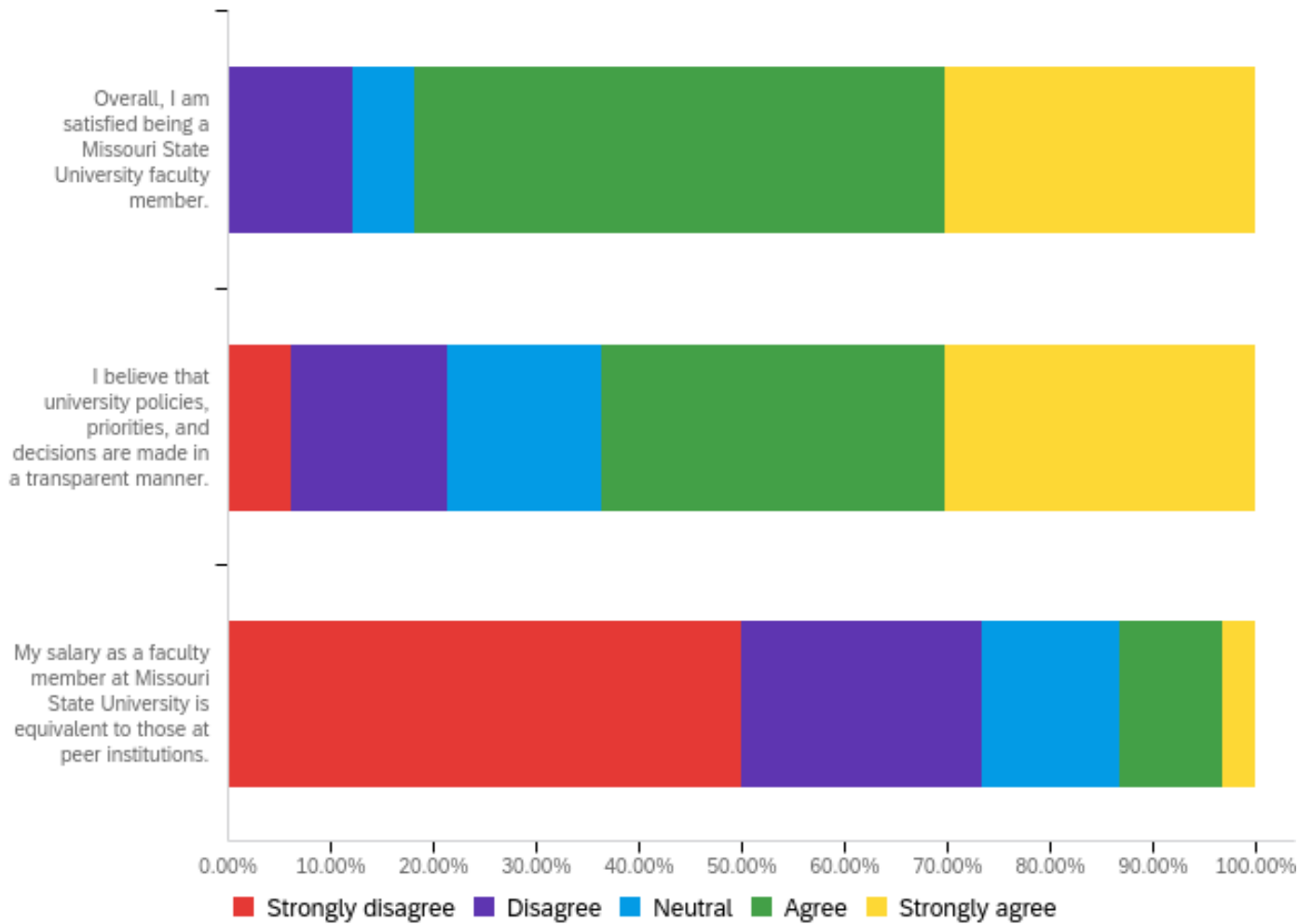
Report: College of Natural and Applied Sciences

Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	2.00	5.00	4.00	0.92	0.85	33
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.67	1.22	1.49	33
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	1.93	1.15	1.33	30

Q4 - How much do you think the university spends on the following?
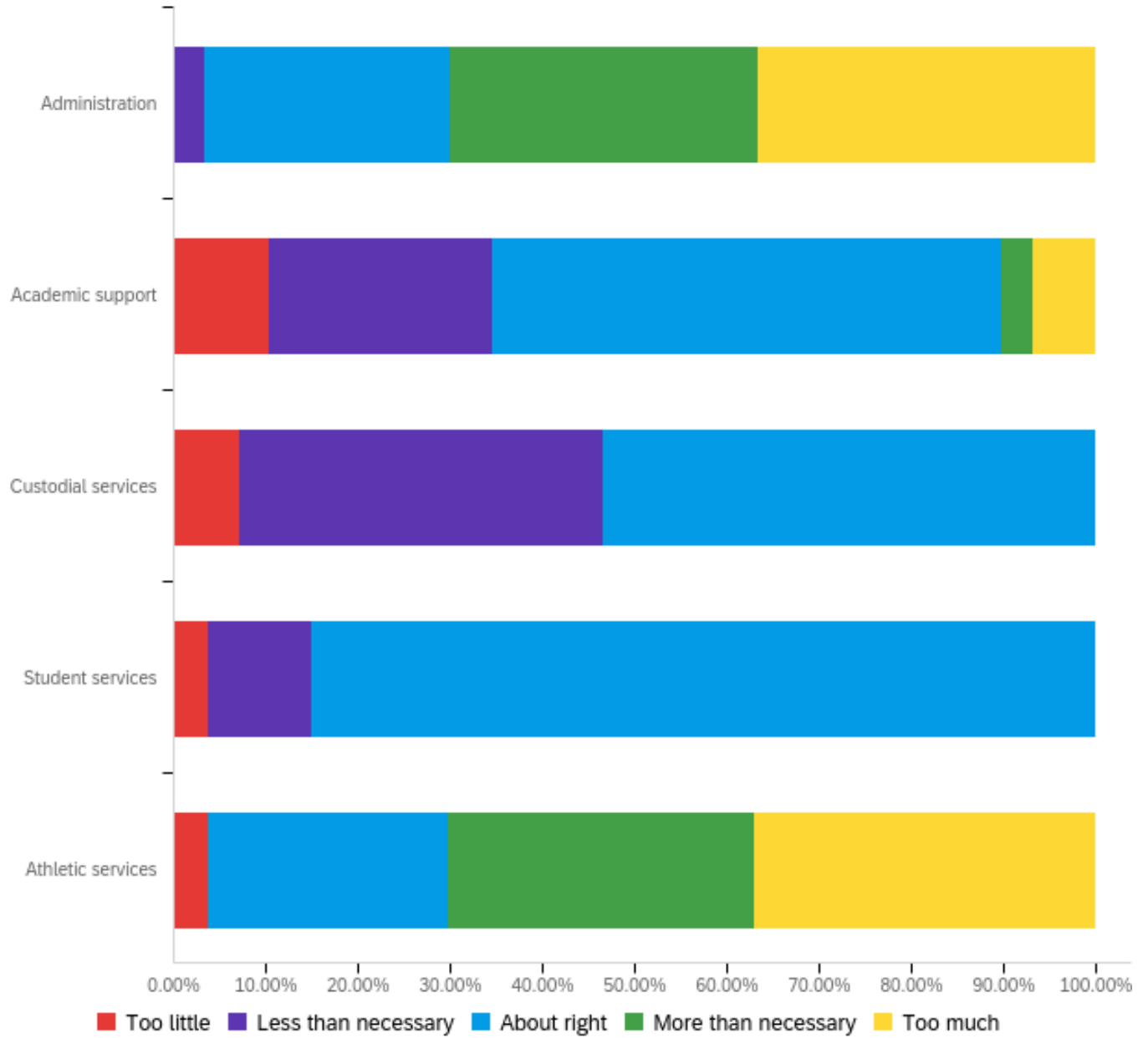
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	2.00	5.00	4.03	0.87	0.77	30
2	Academic support	1.00	5.00	2.72	0.94	0.89	29
3	Custodial services	1.00	3.00	2.46	0.63	0.39	28
4	Student services	1.00	3.00	2.81	0.47	0.22	27
5	Athletic services	1.00	5.00	4.00	0.98	0.96	27

Q6 - How satisfied are you with the following university facilities and support services?
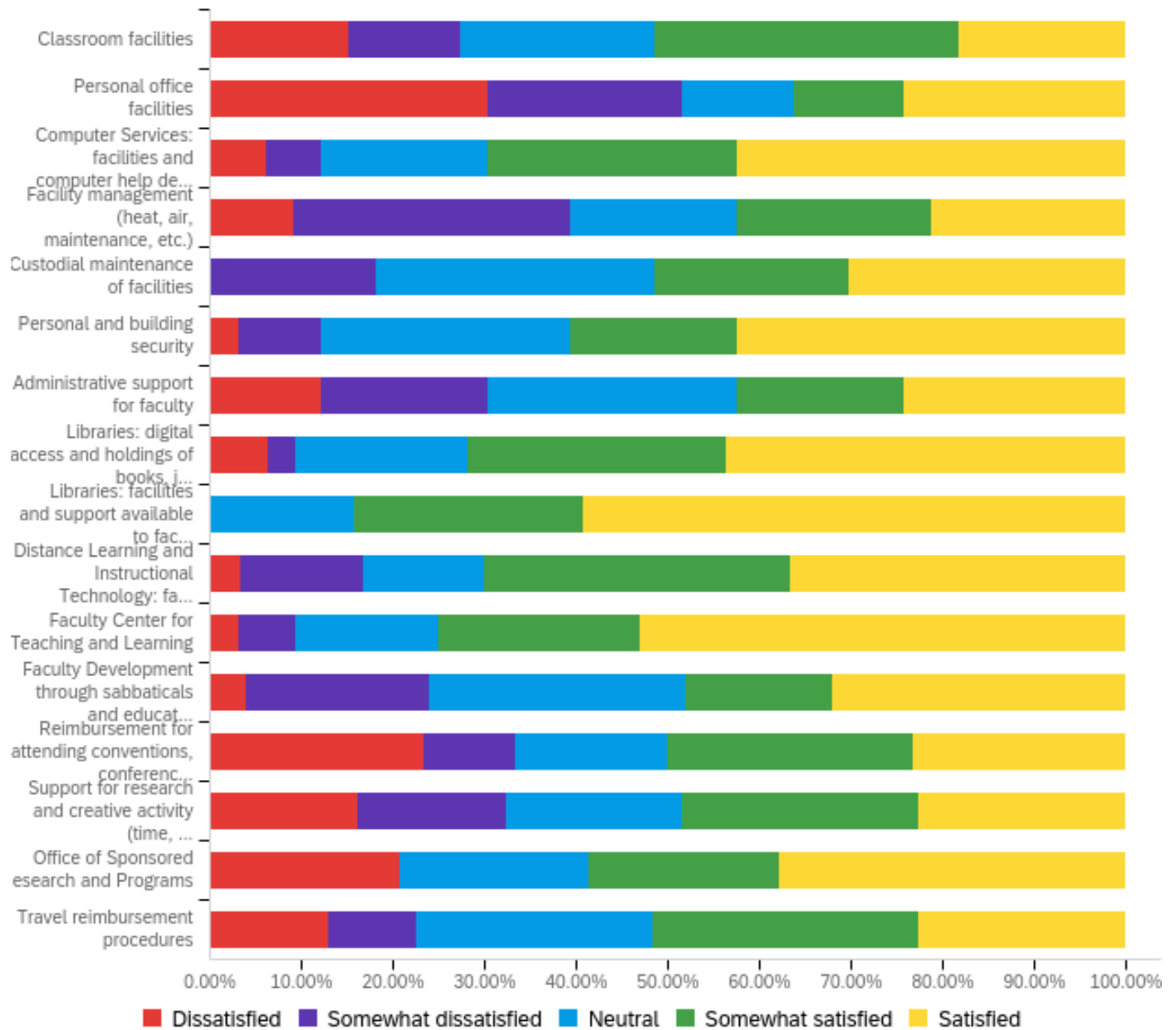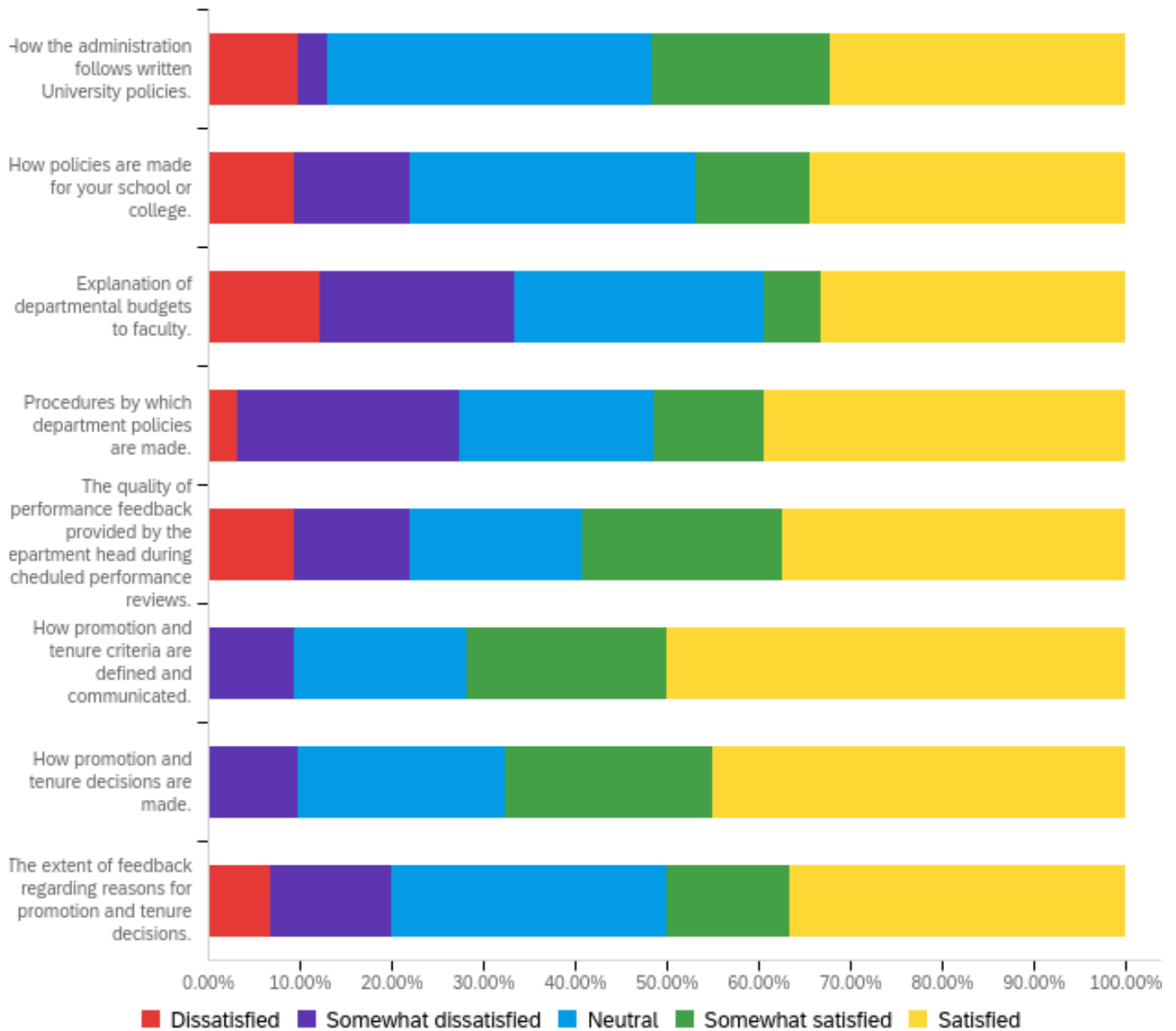

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.27	1.31	1.71	33
2	Personal office facilities	1.00	5.00	2.79	1.57	2.47	33
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	3.94	1.18	1.39	33
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	3.15	1.31	1.70	33
5	Custodial maintenance of facilities	2.00	5.00	3.64	1.10	1.20	33

6	Personal and building security	1.00	5.00	3.88	1.15	1.32	33
7	Administrative support for faculty	1.00	5.00	3.24	1.33	1.76	33
8	Libraries: digital access and holdings of books, journals	1.00	5.00	4.00	1.15	1.31	32
9	Libraries: facilities and support available to faculty	3.00	5.00	4.44	0.75	0.56	32
10	Distance Learning and Instructional Technology: facilities and support available to faculty	1.00	5.00	3.87	1.15	1.32	30
11	Faculty Center for Teaching and Learning	1.00	5.00	4.16	1.09	1.19	32
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	3.52	1.24	1.53	25
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	3.17	1.49	2.21	30
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	3.23	1.38	1.92	31
15	Office of Sponsored Research and Programs	1.00	5.00	3.55	1.50	2.25	29
16	Travel reimbursement procedures	1.00	5.00	3.39	1.29	1.66	31

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?

Legend: ■ Dissatisfied ■ Somewhat dissatisfied ■ Neutral ■ Somewhat satisfied ■ Satisfied

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	3.61	1.24	1.53	31
2	How policies are made for your school or college.	1.00	5.00	3.50	1.32	1.75	32
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.27	1.42	2.02	33
4	Procedures by which department policies are made.	1.00	5.00	3.61	1.30	1.69	33
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	3.66	1.34	1.79	32

| 6	How promotion and tenure criteria are defined and communicated.	2.00	5.00	4.13	1.02	1.05	32
7	How promotion and tenure decisions are made.	2.00	5.00	4.03	1.03	1.06	31
8	The extent of feedback regarding reasons for promotion and tenure decisions.	1.00	5.00	3.60	1.28	1.64	30

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
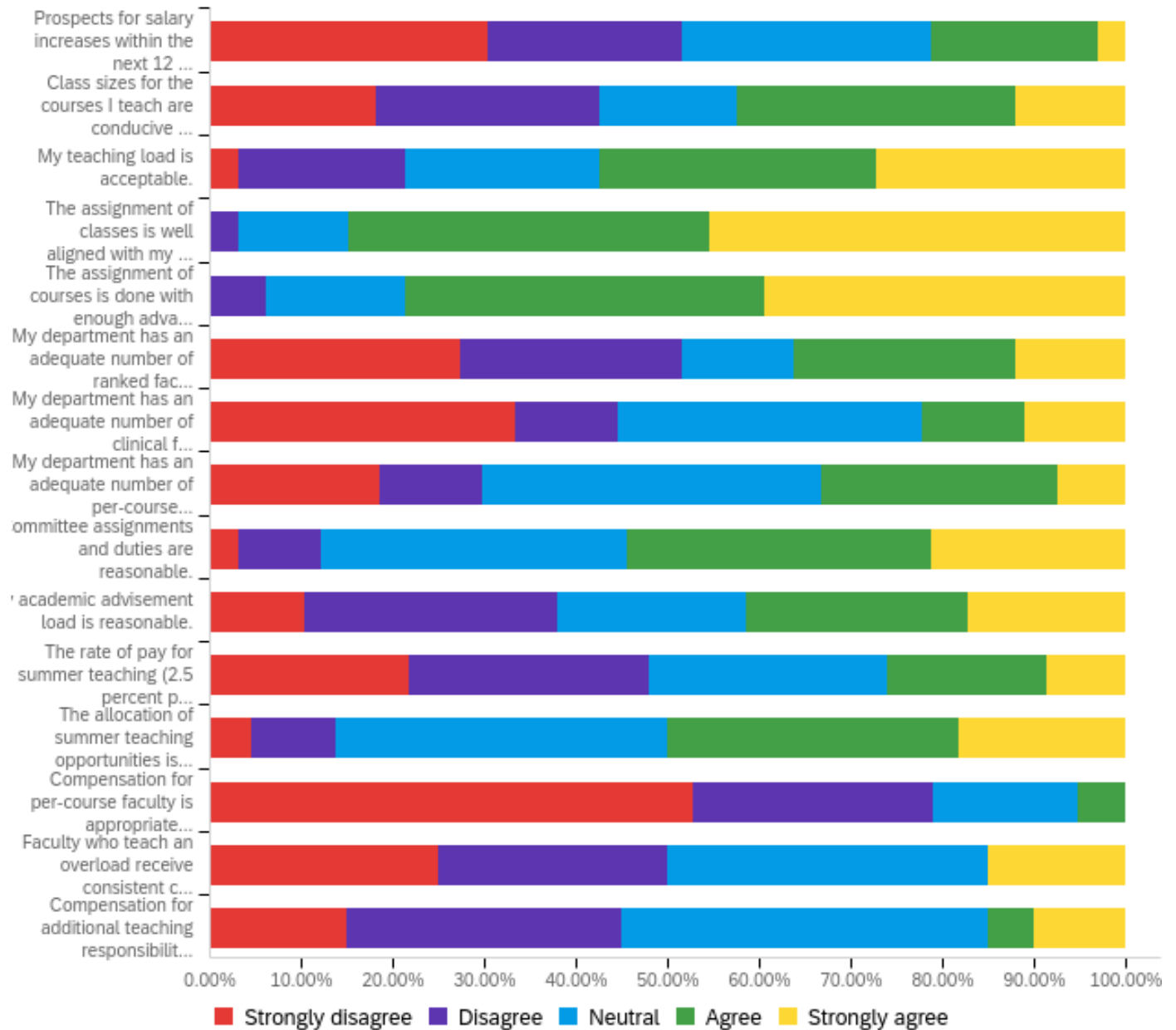
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	5.00	2.42	1.18	1.40	33
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	2.94	1.32	1.75	33
3	My teaching load is acceptable.	1.00	5.00	3.61	1.15	1.33	33
4	The assignment of classes is well aligned with my interests and background.	2.00	5.00	4.27	0.79	0.62	33
5	The assignment of courses is done with enough advance notice to prepare for each course.	2.00	5.00	4.12	0.88	0.77	33

| 6	My department has an adequate number of ranked faculty.	1.00	5.00	2.70	1.40	1.97	33
7	My department has an adequate number of clinical faculty.	1.00	5.00	2.56	1.34	1.80	18
8	My department has an adequate number of per-course faculty.	1.00	5.00	2.93	1.18	1.40	27
9	Committee assignments and duties are reasonable.	1.00	5.00	3.61	1.01	1.03	33
10	My academic advisement load is reasonable.	1.00	5.00	3.10	1.27	1.61	29
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	2.65	1.24	1.53	23
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.50	1.03	1.07	22
13	Compensation for per-course faculty is appropriate.	1.00	4.00	1.74	0.91	0.83	19
14	Faculty who teach an overload receive consistent compensation.	1.00	5.00	2.55	1.28	1.65	20
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.65	1.11	1.23	20

Q12 - How satisfied are you with the following university benefits?
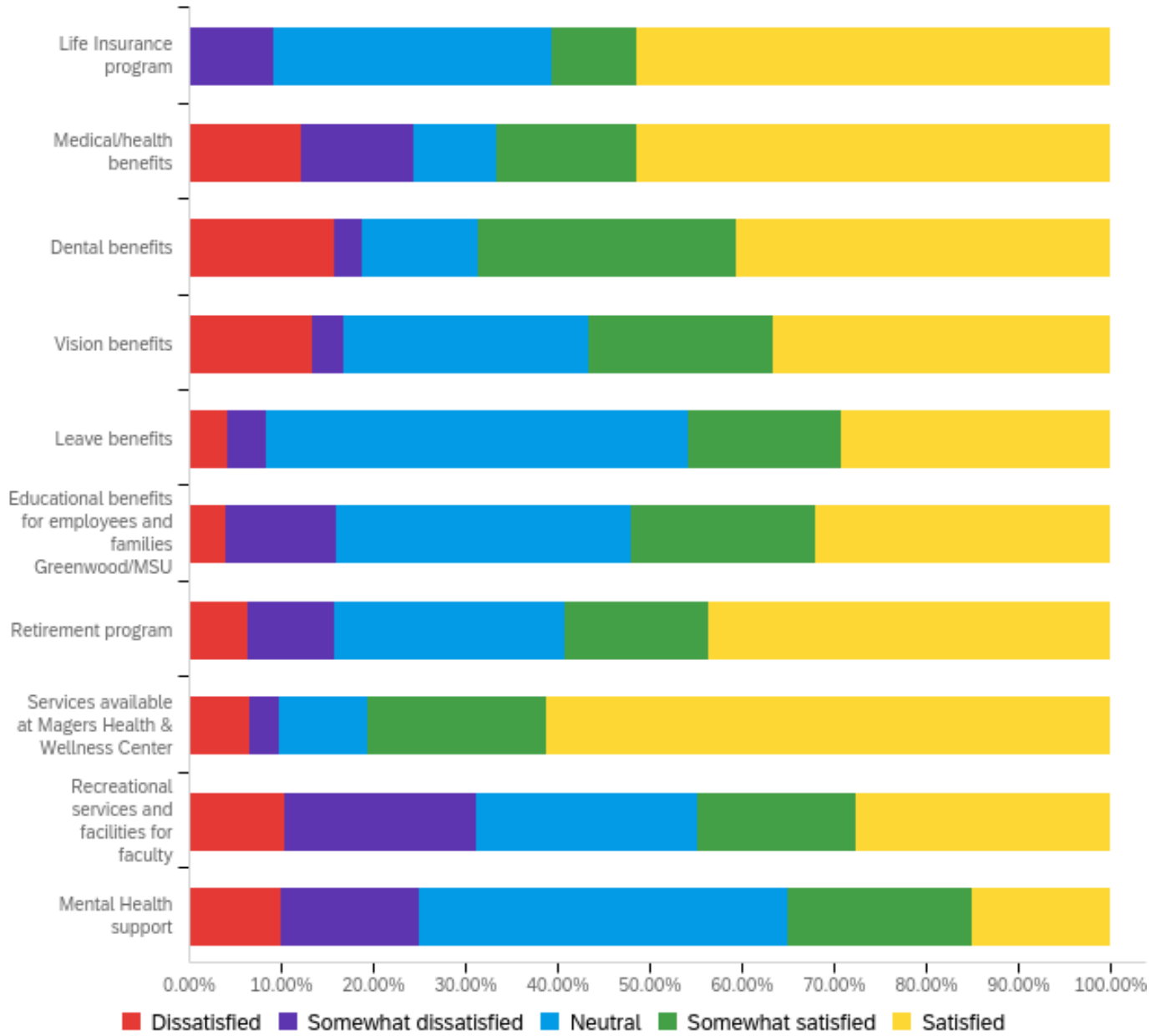
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	2.00	5.00	4.03	1.09	1.18	33
2	Medical/health benefits	1.00	5.00	3.82	1.47	2.15	33
3	Dental benefits	1.00	5.00	3.75	1.41	2.00	32
4	Vision benefits	1.00	5.00	3.63	1.35	1.83	30
5	Leave benefits	1.00	5.00	3.63	1.07	1.15	24
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.64	1.16	1.35	25

| 7 | Retirement program | 1.00 | 5.00 | 3.81 | 1.26 | 1.59 | 32 |
8	Services available at Magers Health & Wellness Center	1.00	5.00	4.26	1.16	1.35	31
9	Recreational services and facilities for faculty	1.00	5.00	3.31	1.34	1.80	29
10	Mental Health support	1.00	5.00	3.15	1.15	1.33	20

Q14 - How satisfied are you with the following aspects related to Covid-19?
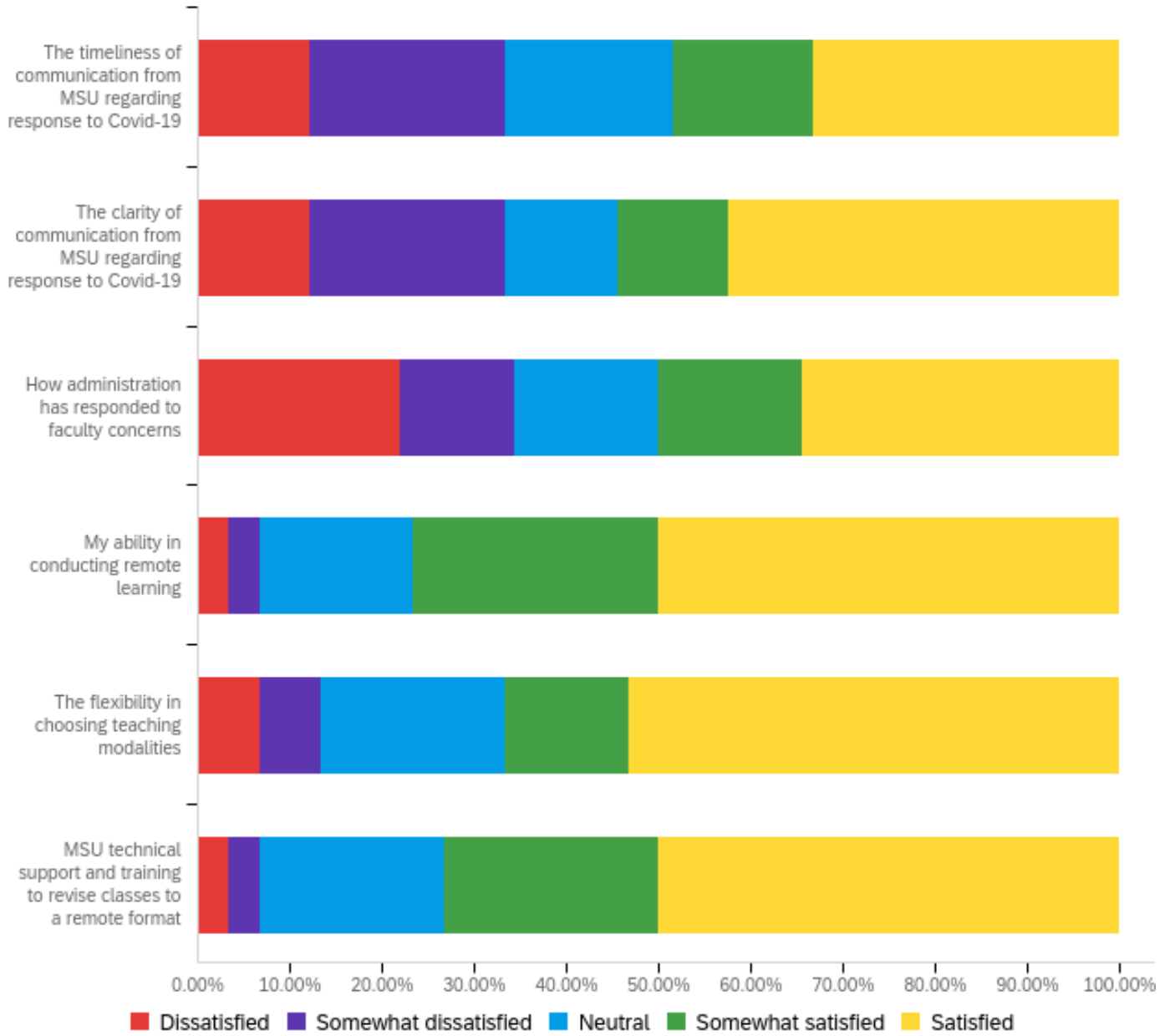
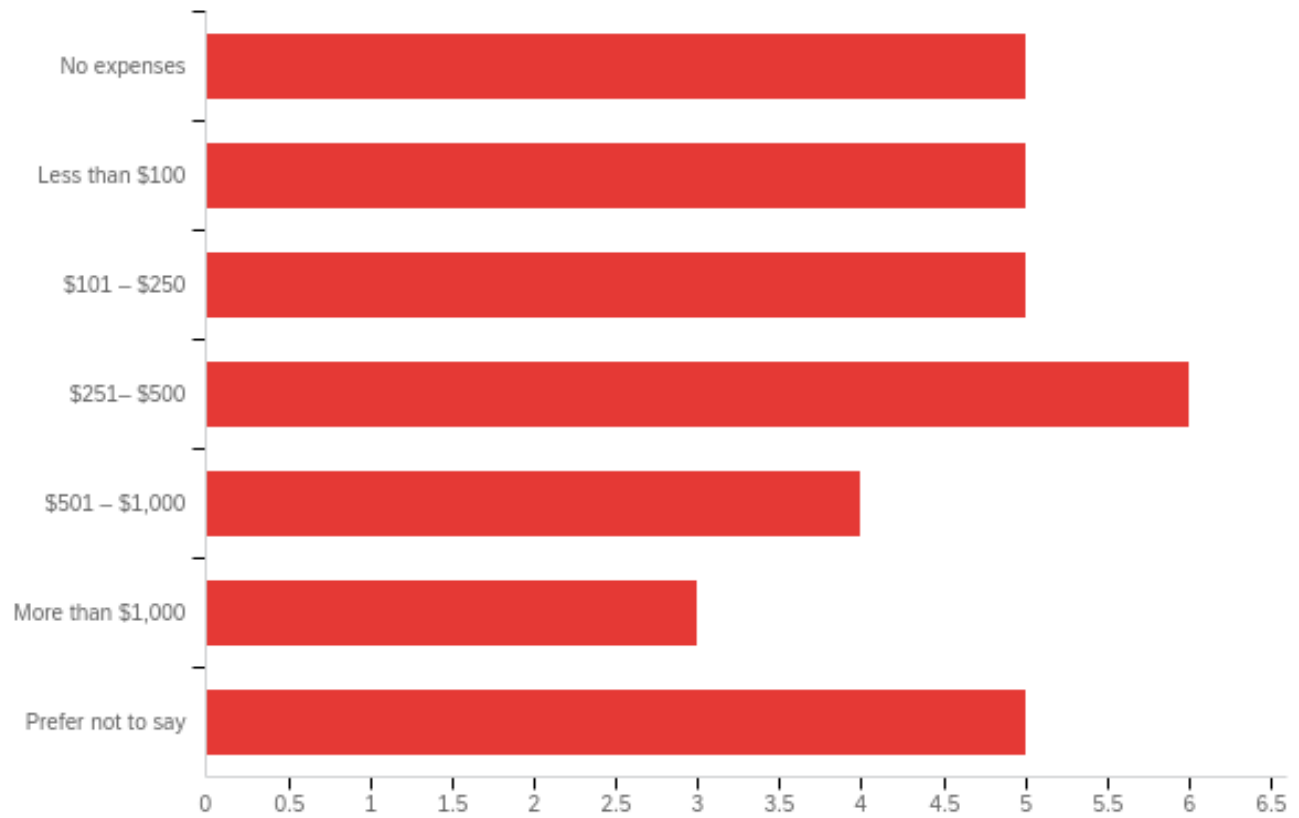| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	3.36	1.43	2.05	33
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	3.52	1.50	2.25	33
3	How administration has responded to faculty concerns	1.00	5.00	3.28	1.57	2.45	32
4	My ability in conducting remote learning	1.00	5.00	4.17	1.04	1.07	30
5	The flexibility in choosing teaching modalities	1.00	5.00	4.00	1.26	1.60	30
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	4.13	1.06	1.12	30

Q15 - How often do you worry about the following:
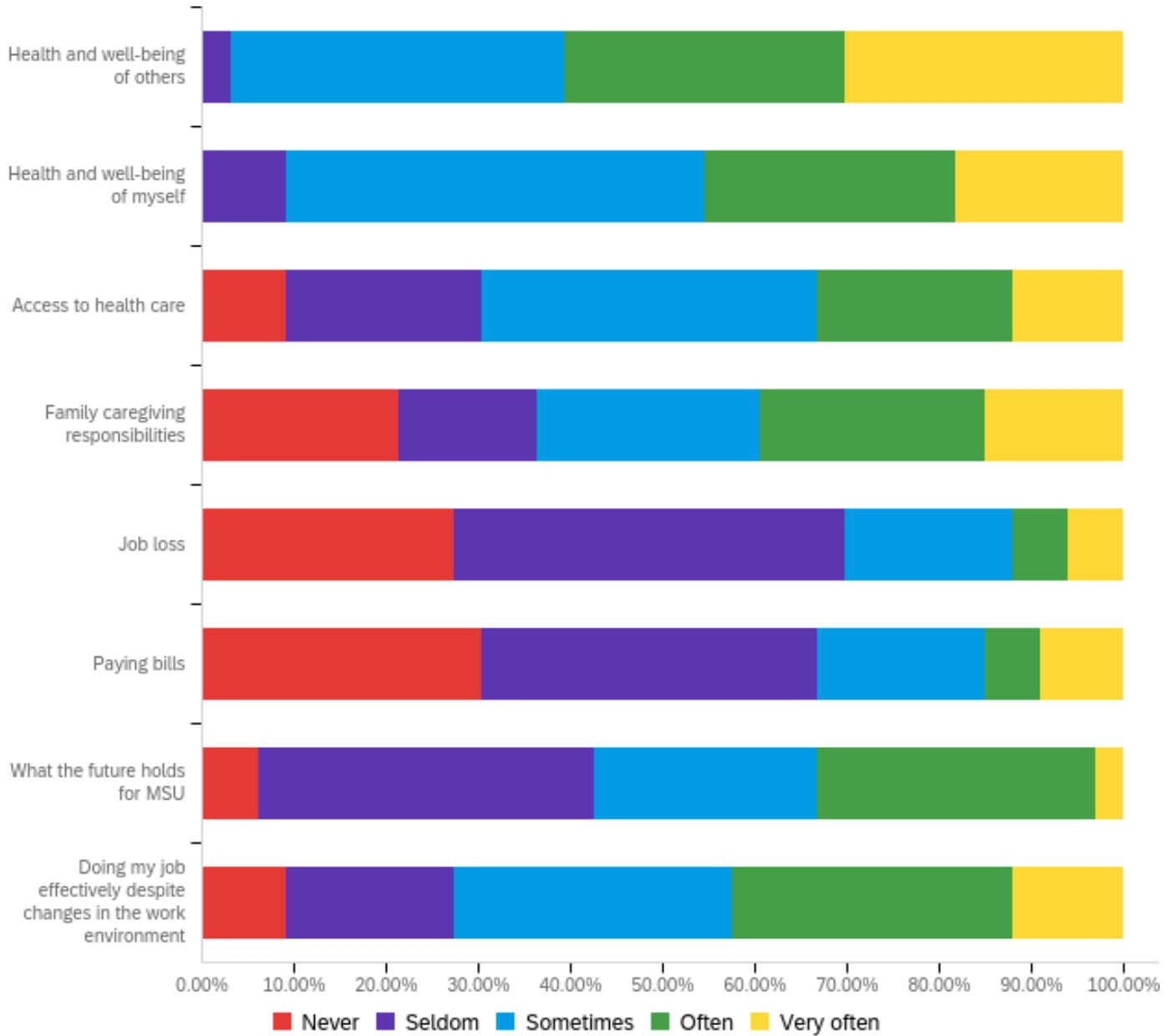
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	3.00	6.00	4.88	0.88	0.77	33
2	Health and well-being of myself	3.00	6.00	4.55	0.89	0.79	33
3	Access to health care	1.00	6.00	3.97	1.31	1.73	33
4	Family caregiving responsibilities	1.00	6.00	3.76	1.69	2.85	33
5	Job loss	1.00	6.00	2.94	1.43	2.06	33
6	Paying bills	1.00	6.00	2.97	1.57	2.45	33

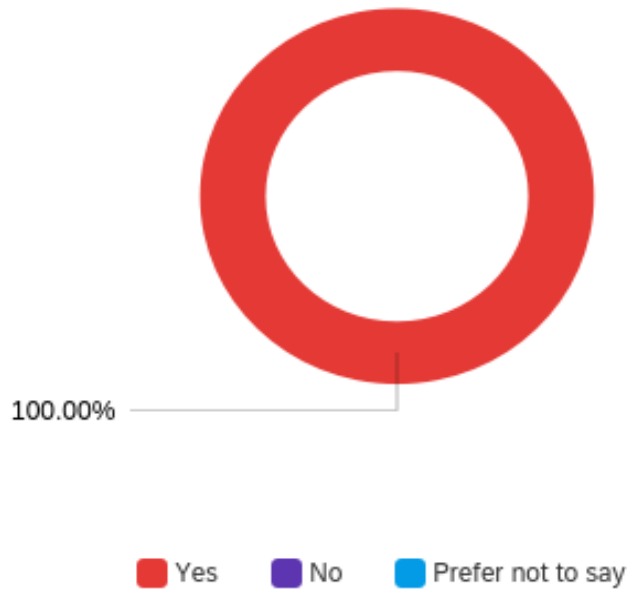| 7	What the future holds for MSU	1.00	6.00	3.82	1.14	1.30	33
8	Doing my job effectively despite changes in the work environment	1.00	6.00	4.09	1.33	1.78	33

## Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?

12.00%

88.00%

Yes   No

Q18 - Were you reimbursed?

100.00%

■ Yes   ■ No   ■ Prefer not to say
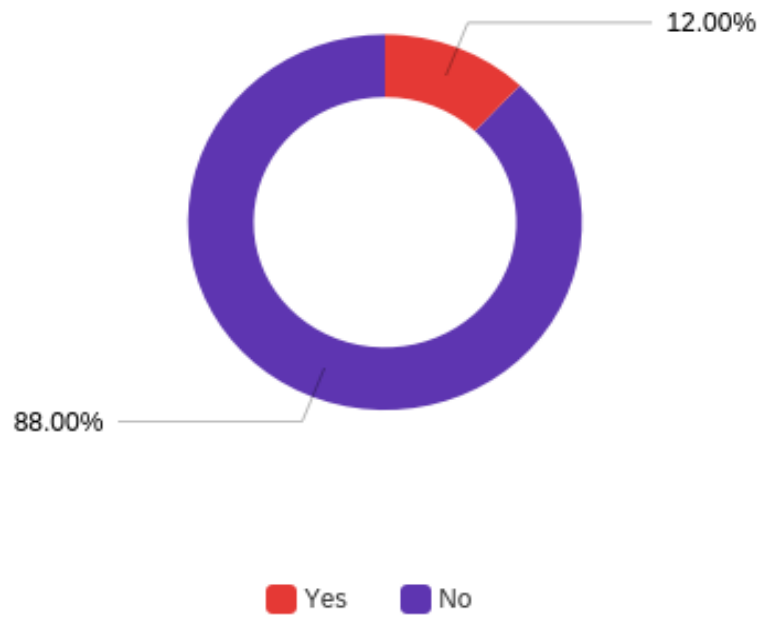
Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.
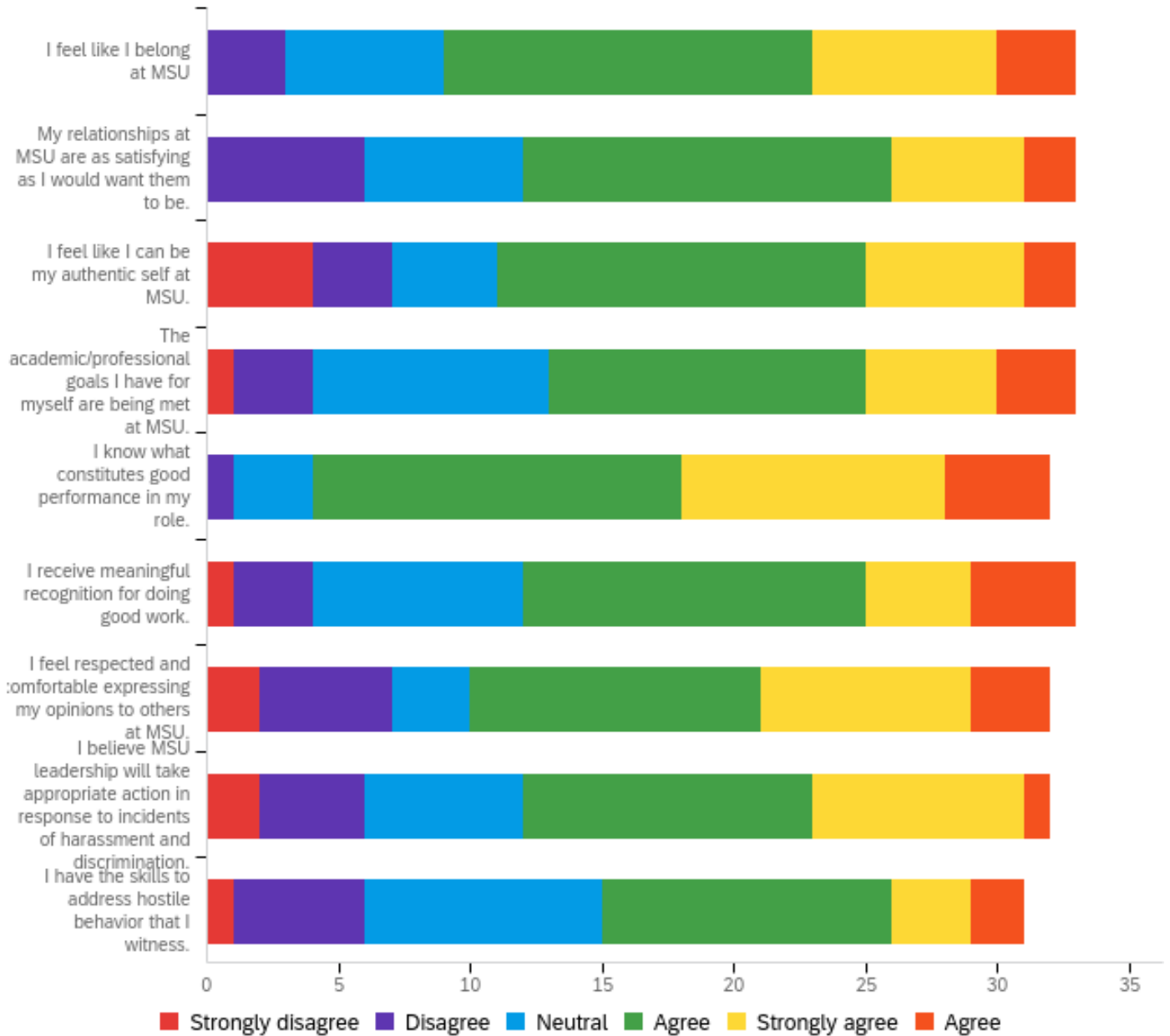
Report: JER College of Arts & Letters
Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?
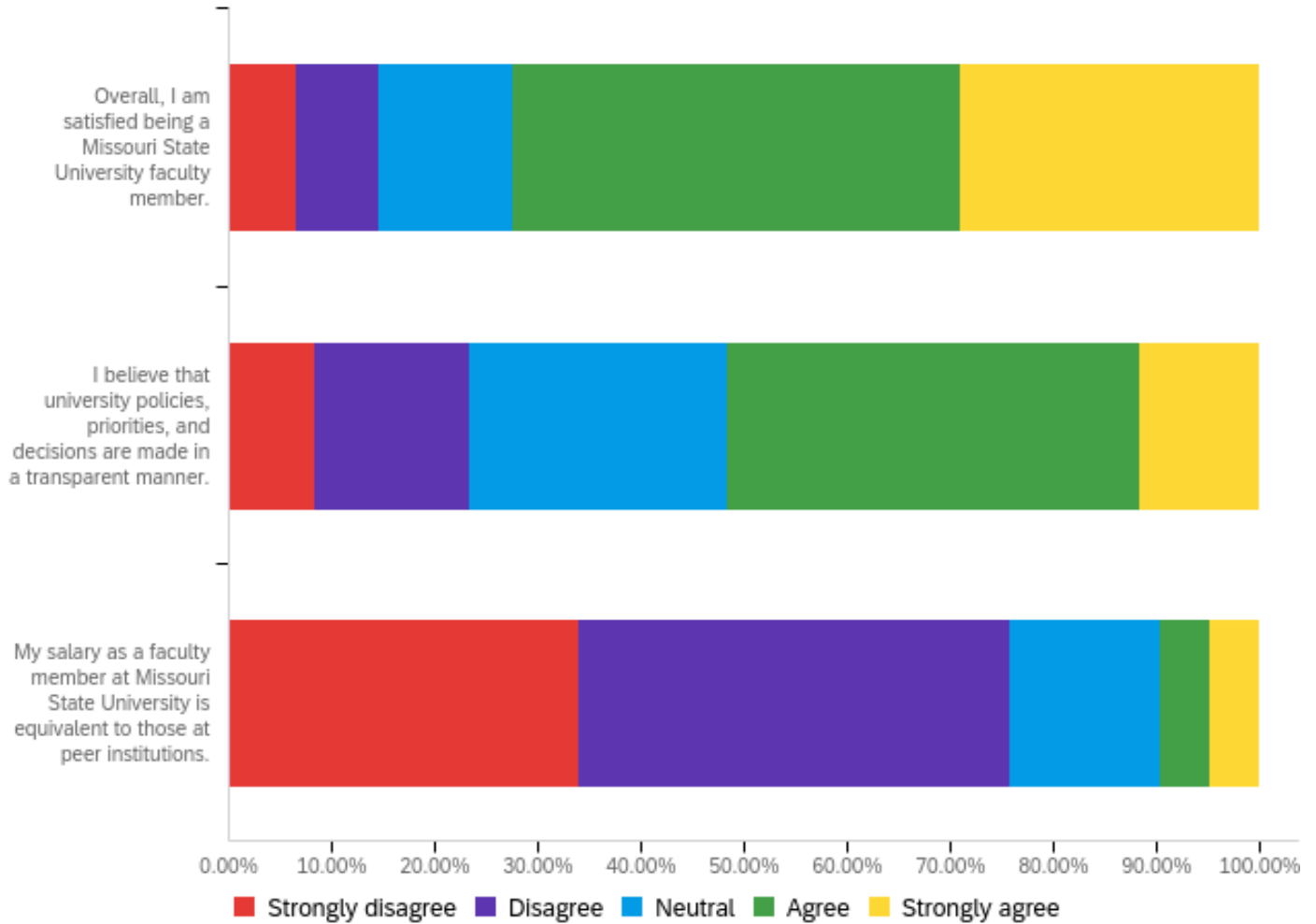
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.81	1.13	1.29	62
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.32	1.12	1.25	60
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	2.05	1.05	1.11	62

Q4 - How much do you think the university spends on the following?
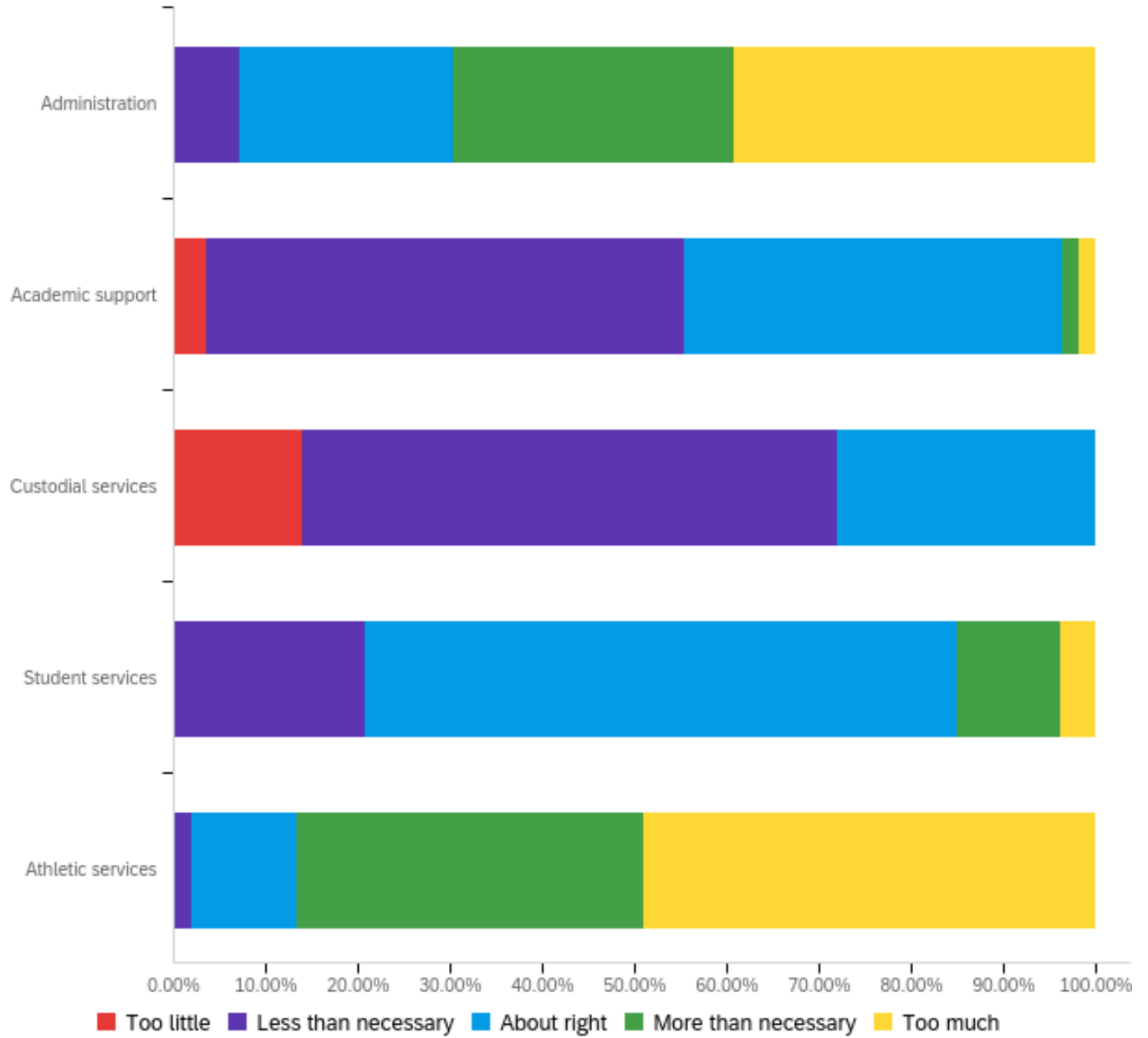
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	2.00	5.00	4.02	0.95	0.91	56
2	Academic support	1.00	5.00	2.46	0.68	0.46	56
3	Custodial services	1.00	3.00	2.14	0.63	0.40	50
4	Student services	2.00	5.00	2.98	0.69	0.47	53
5	Athletic services	2.00	5.00	4.34	0.75	0.56	53

Q6 - How satisfied are you with the following university facilities and support services?
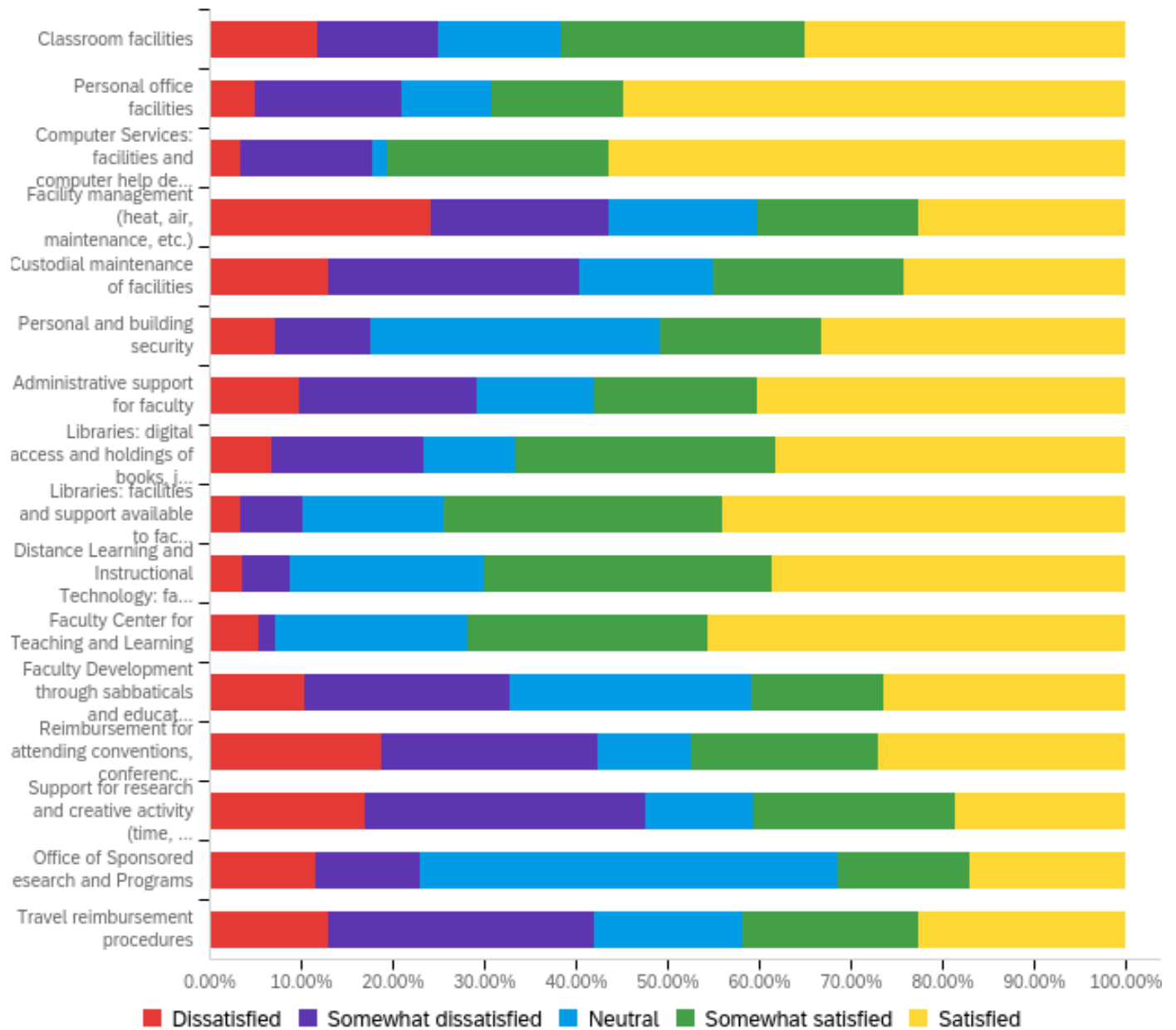
Legend: ■ Dissatisfied ■ Somewhat dissatisfied ■ Neutral ■ Somewhat satisfied ■ Satisfied

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.60	1.38	1.91	60
2	Personal office facilities	1.00	5.00	3.98	1.31	1.73	62
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	4.16	1.19	1.43	62
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	2.95	1.50	2.24	62
5	Custodial maintenance of facilities	1.00	5.00	3.16	1.39	1.94	62

| 6	Personal and building security	1.00	5.00	3.60	1.24	1.54	57
7	Administrative support for faculty	1.00	5.00	3.60	1.42	2.01	62
8	Libraries: digital access and holdings of books, journals	1.00	5.00	3.75	1.30	1.69	60
9	Libraries: facilities and support available to faculty	1.00	5.00	4.05	1.08	1.17	59
10	Distance Learning and Instructional Technology: facilities and support available to faculty	1.00	5.00	3.96	1.06	1.12	57
11	Faculty Center for Teaching and Learning	1.00	5.00	4.05	1.10	1.21	57
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	3.24	1.33	1.78	49
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	3.14	1.50	2.25	59
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.95	1.40	1.95	59
15	Office of Sponsored Research and Programs	1.00	5.00	3.14	1.17	1.38	35
16	Travel reimbursement procedures	1.00	5.00	3.10	1.38	1.89	62

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?

Legend: Dissatisfied | Somewhat dissatisfied | Neutral | Somewhat satisfied | Satisfied
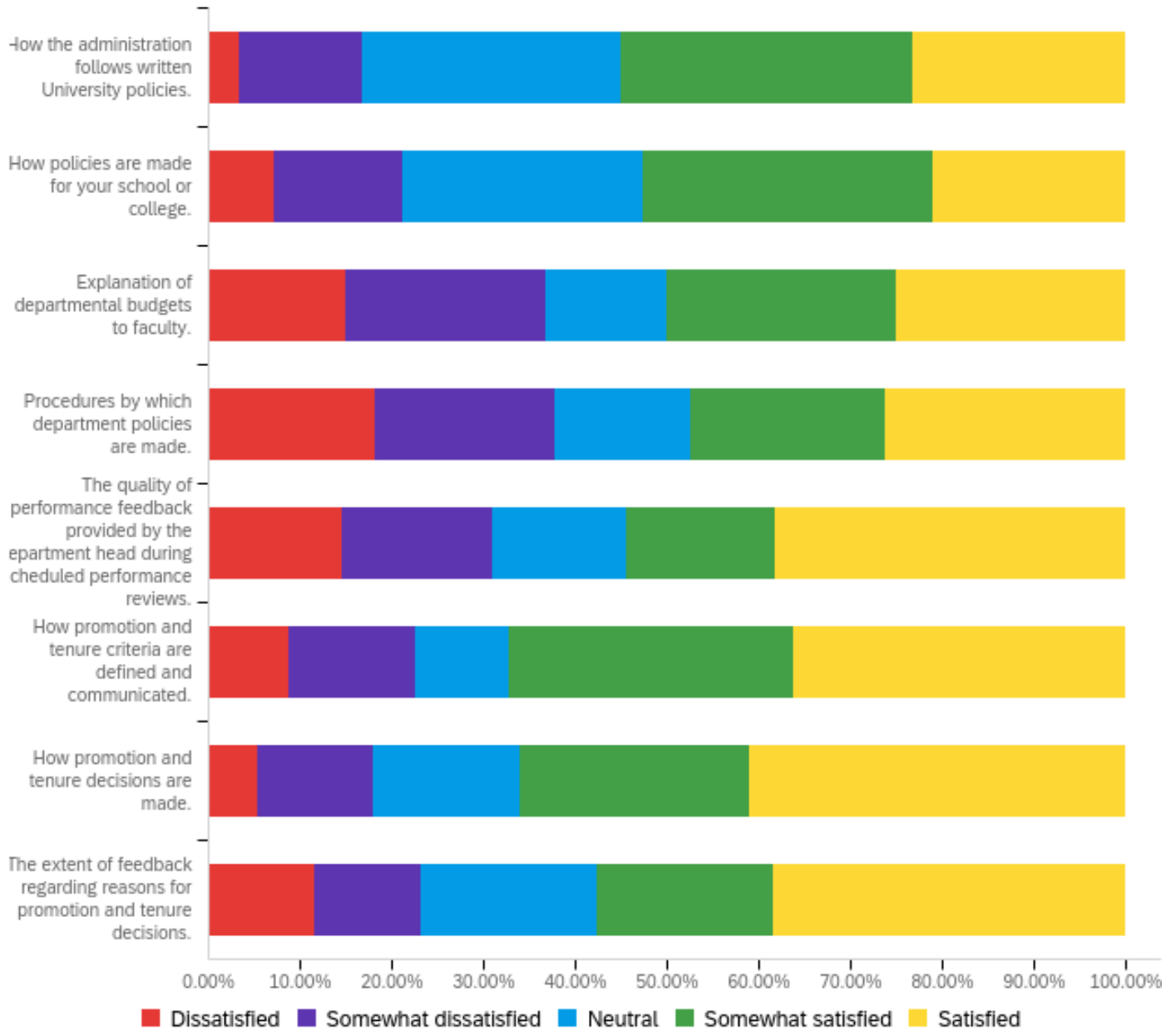
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	3.58	1.08	1.18	60
2	How policies are made for your school or college.	1.00	5.00	3.46	1.17	1.37	57
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.23	1.42	2.01	60
4	Procedures by which department policies are made.	1.00	5.00	3.18	1.47	2.15	61
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	3.47	1.49	2.21	55

| 6 | How promotion and tenure criteria are defined and communicated. | 1.00 | 5.00 | 3.72 | 1.31 | 1.72 | 58 |
| 7 | How promotion and tenure decisions are made. | 1.00 | 5.00 | 3.84 | 1.24 | 1.53 | 56 |
| 8 | The extent of feedback regarding reasons for promotion and tenure decisions. | 1.00 | 5.00 | 3.62 | 1.39 | 1.93 | 52 |

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
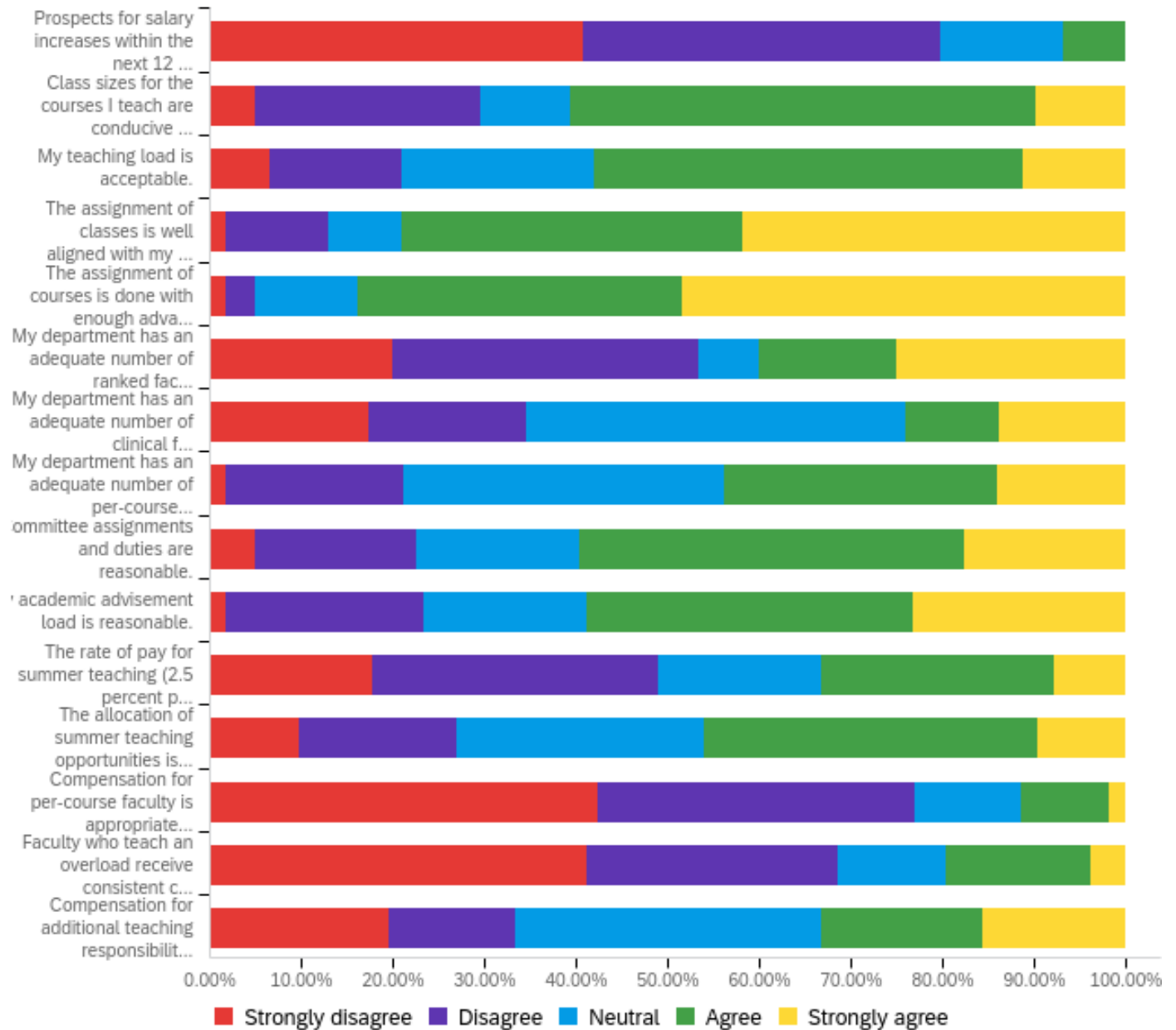
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	4.00	1.86	0.89	0.80	59
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	3.36	1.10	1.21	61
3	My teaching load is acceptable.	1.00	5.00	3.42	1.07	1.15	62
4	The assignment of classes is well aligned with my interests and background.	1.00	5.00	4.06	1.05	1.09	62
5	The assignment of courses is done with enough advance notice to prepare for each course.	1.00	5.00	4.26	0.90	0.80	62

6	My department has an adequate number of ranked faculty.	1.00	5.00	2.92	1.51	2.28	60
7	My department has an adequate number of clinical faculty.	1.00	5.00	2.86	1.22	1.50	29
8	My department has an adequate number of per-course faculty.	1.00	5.00	3.35	1.00	1.00	57
9	Committee assignments and duties are reasonable.	1.00	5.00	3.50	1.12	1.25	62
10	My academic advisement load is reasonable.	1.00	5.00	3.57	1.12	1.24	56
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	2.75	1.23	1.52	51
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.19	1.13	1.27	52
13	Compensation for per-course faculty is appropriate.	1.00	5.00	1.94	1.05	1.09	52
14	Faculty who teach an overload receive consistent compensation.	1.00	5.00	2.14	1.22	1.49	51
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.96	1.31	1.72	51

## Q12 - How satisfied are you with the following university benefits?
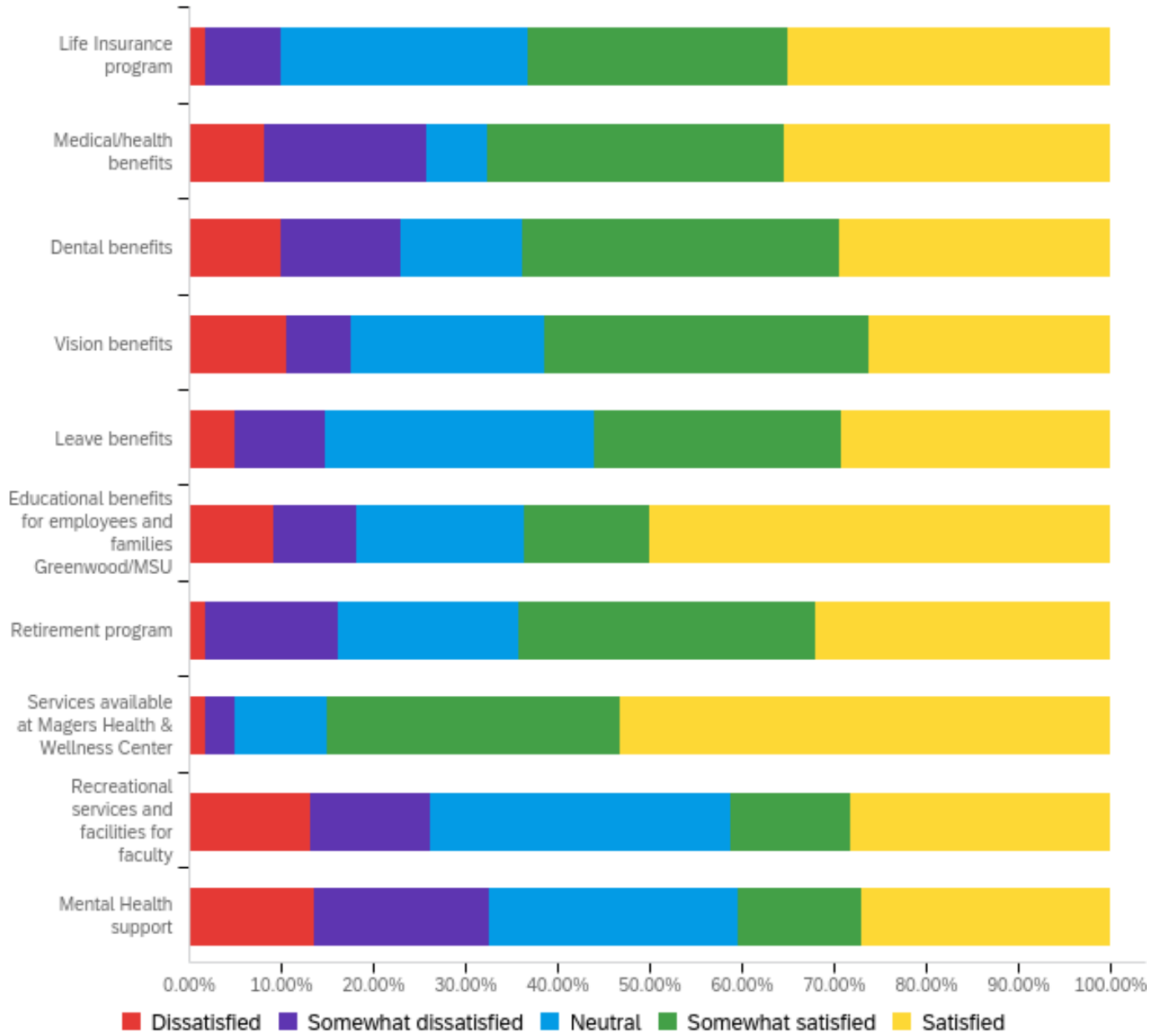
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	3.87	1.04	1.08	60
2	Medical/health benefits	1.00	5.00	3.69	1.33	1.76	62
3	Dental benefits	1.00	5.00	3.61	1.30	1.68	61
4	Vision benefits	1.00	5.00	3.60	1.24	1.54	57
5	Leave benefits	1.00	5.00	3.66	1.14	1.30	41
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.86	1.36	1.85	44

| 7 | Retirement program | 1.00 | 5.00 | 3.79 | 1.10 | 1.20 | 56 |
8	Services available at Magers Health & Wellness Center	1.00	5.00	4.32	0.90	0.82	60
9	Recreational services and facilities for faculty	1.00	5.00	3.30	1.35	1.82	46
10	Mental Health support	1.00	5.00	3.22	1.38	1.90	37

Q14 - How satisfied are you with the following aspects related to Covid-19?
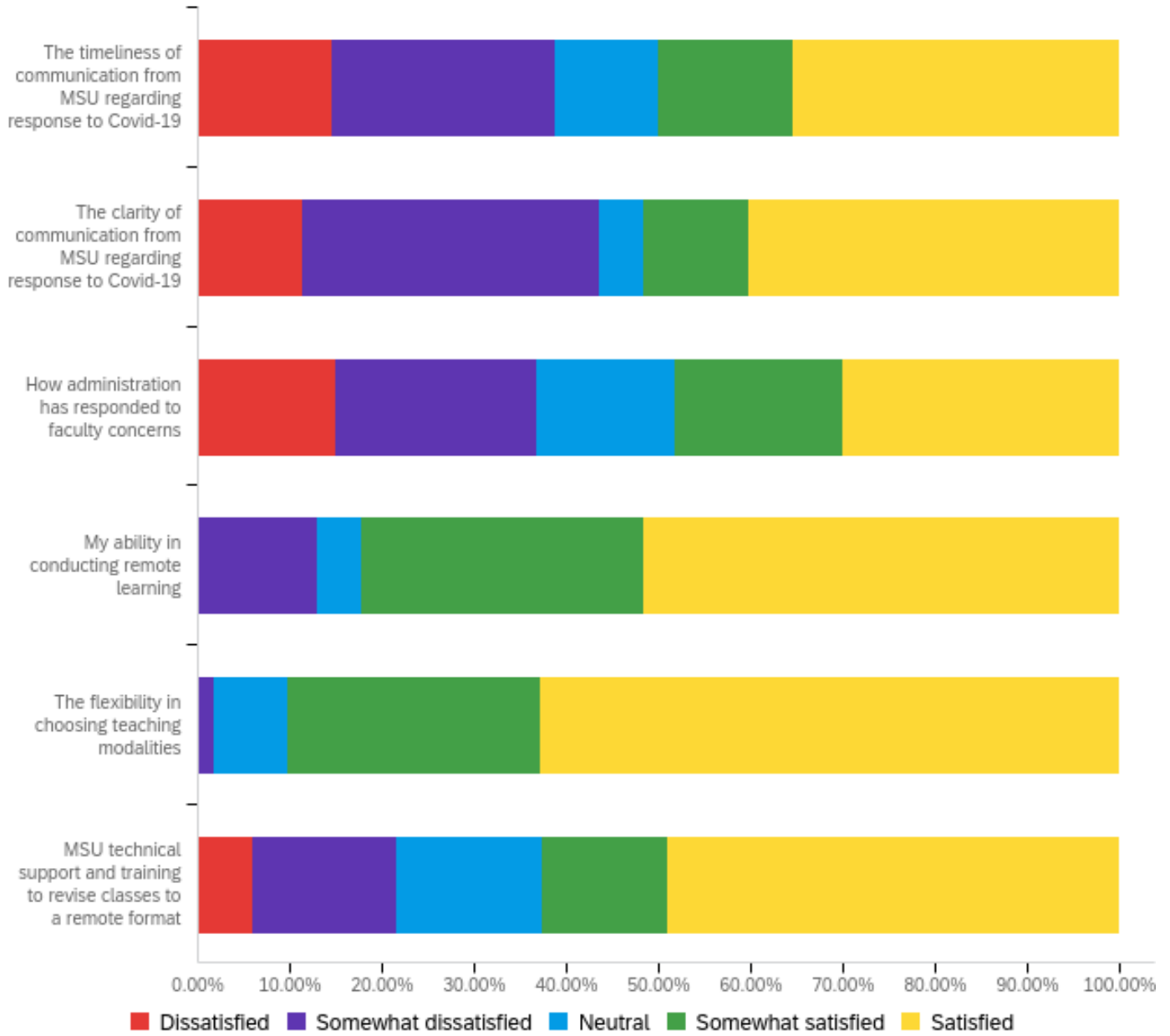
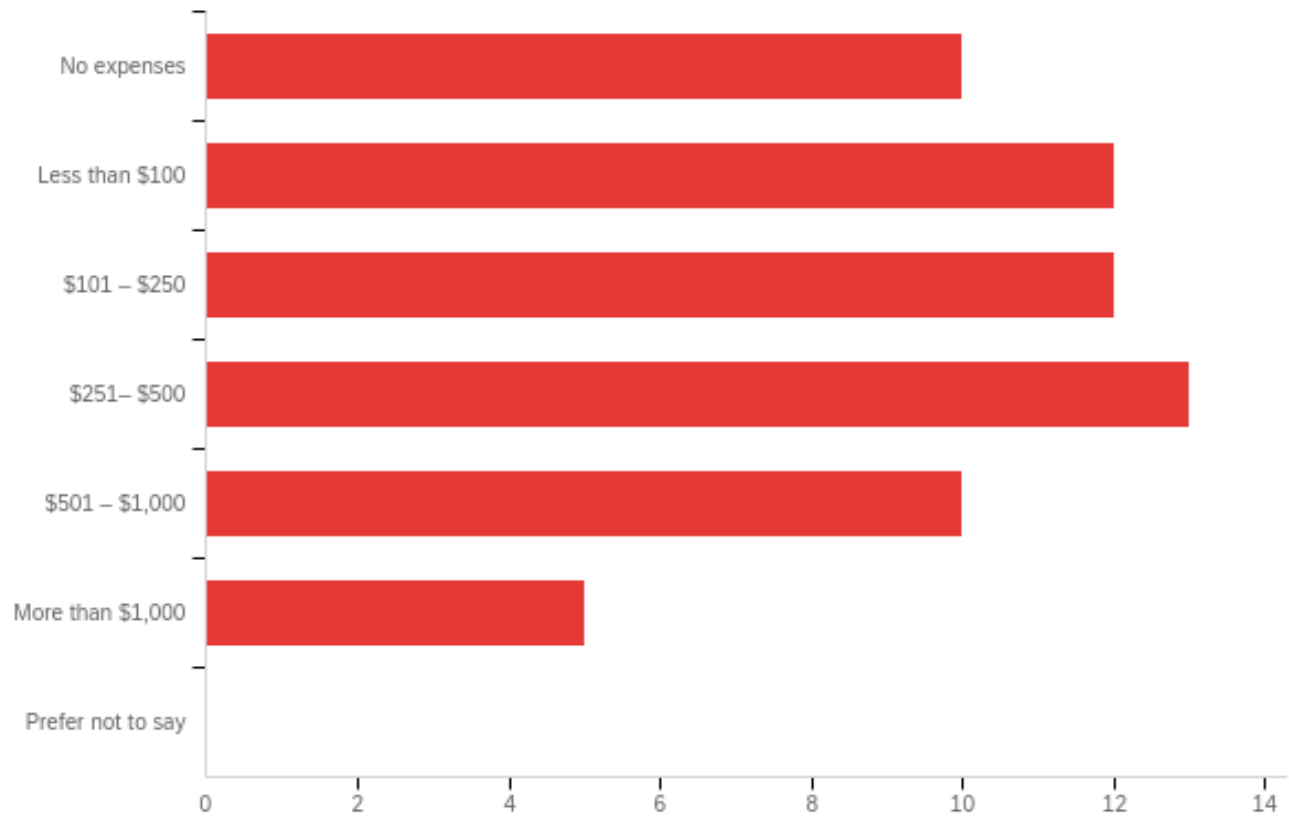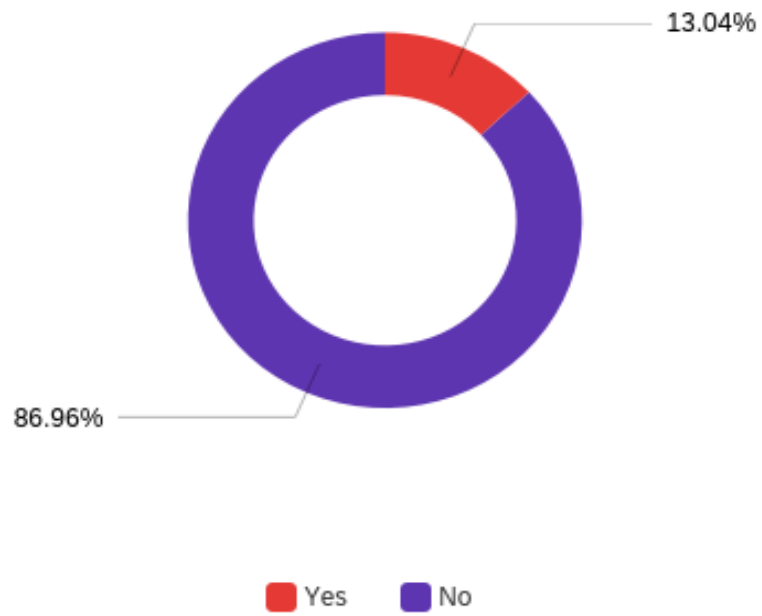| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	3.32	1.51	2.28	62
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	3.37	1.54	2.36	62
3	How administration has responded to faculty concerns	1.00	5.00	3.27	1.46	2.13	60
4	My ability in conducting remote learning	2.00	5.00	4.21	1.02	1.04	62
5	The flexibility in choosing teaching modalities	2.00	5.00	4.52	0.71	0.51	62
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	3.84	1.33	1.78	51

Q15 - How often do you worry about the following:
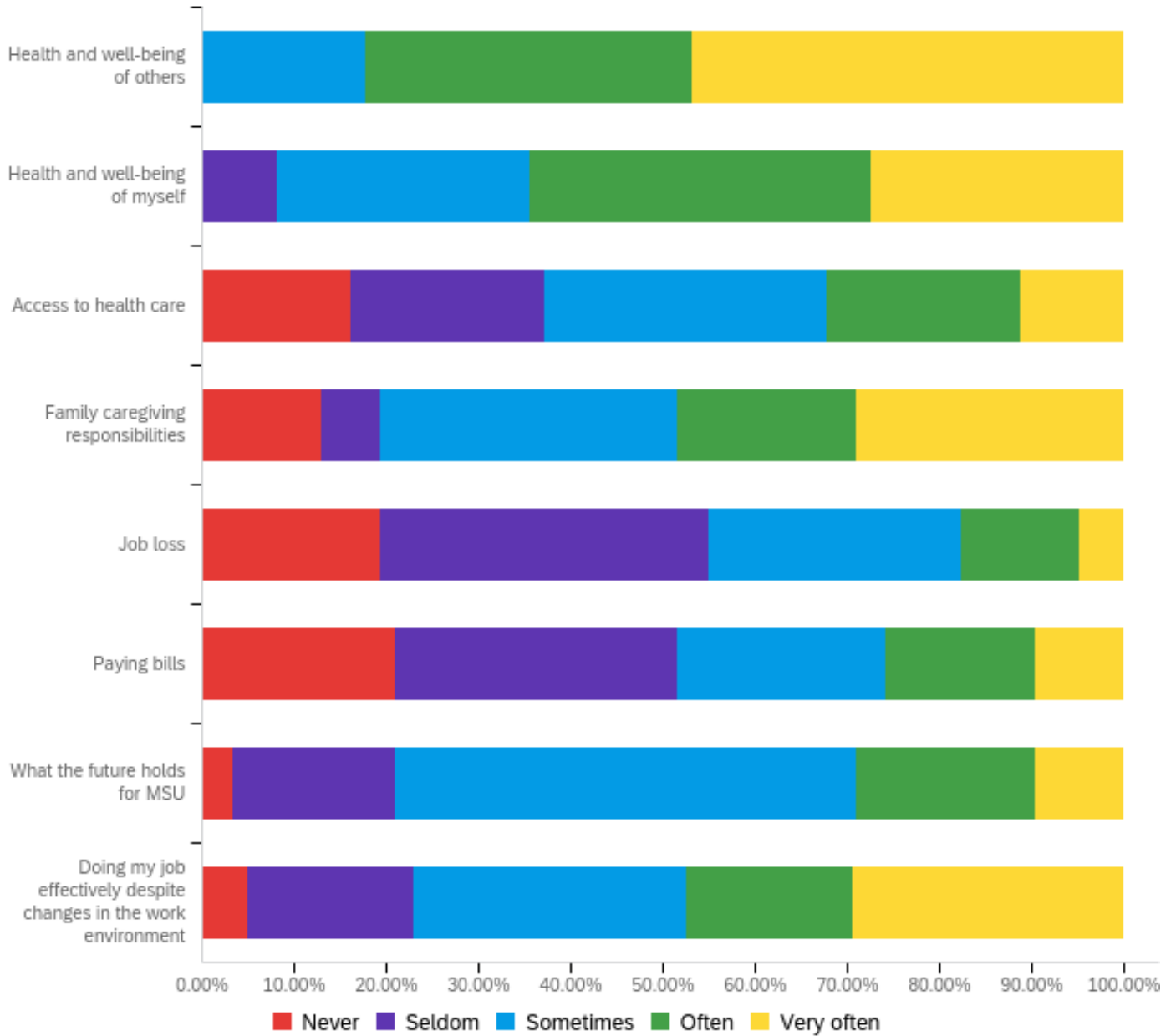
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	4.00	6.00	5.29	0.75	0.56	62
2	Health and well-being of myself	3.00	6.00	4.84	0.92	0.84	62
3	Access to health care	1.00	6.00	3.74	1.50	2.26	62
4	Family caregiving responsibilities	1.00	6.00	4.32	1.57	2.48	62
5	Job loss	1.00	6.00	3.29	1.38	1.92	62
6	Paying bills	1.00	6.00	3.42	1.55	2.40	62

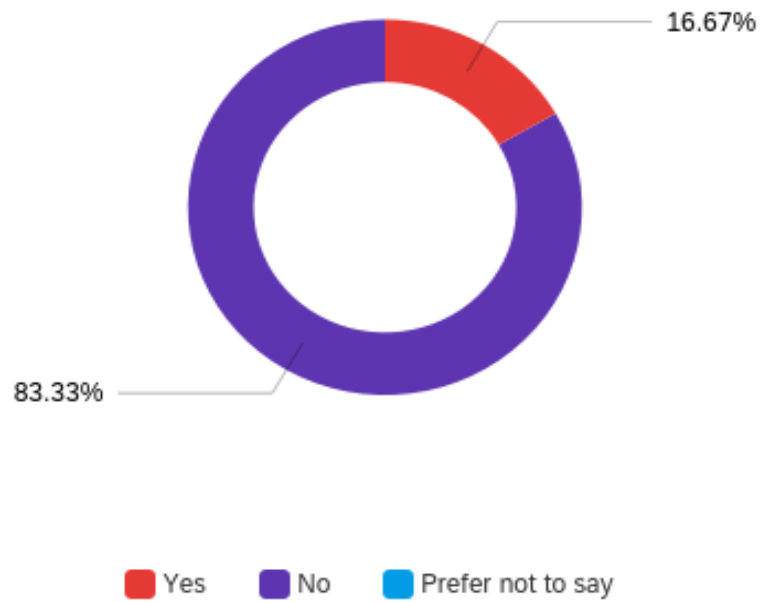| 7 | What the future holds for MSU | 1.00 | 6.00 | 4.11 | 1.02 | 1.04 | 62 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.44 | 1.34 | 1.79 | 61 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?

13.04%

86.96%

Yes   No

Q18 - Were you reimbursed?

16.67%

83.33%
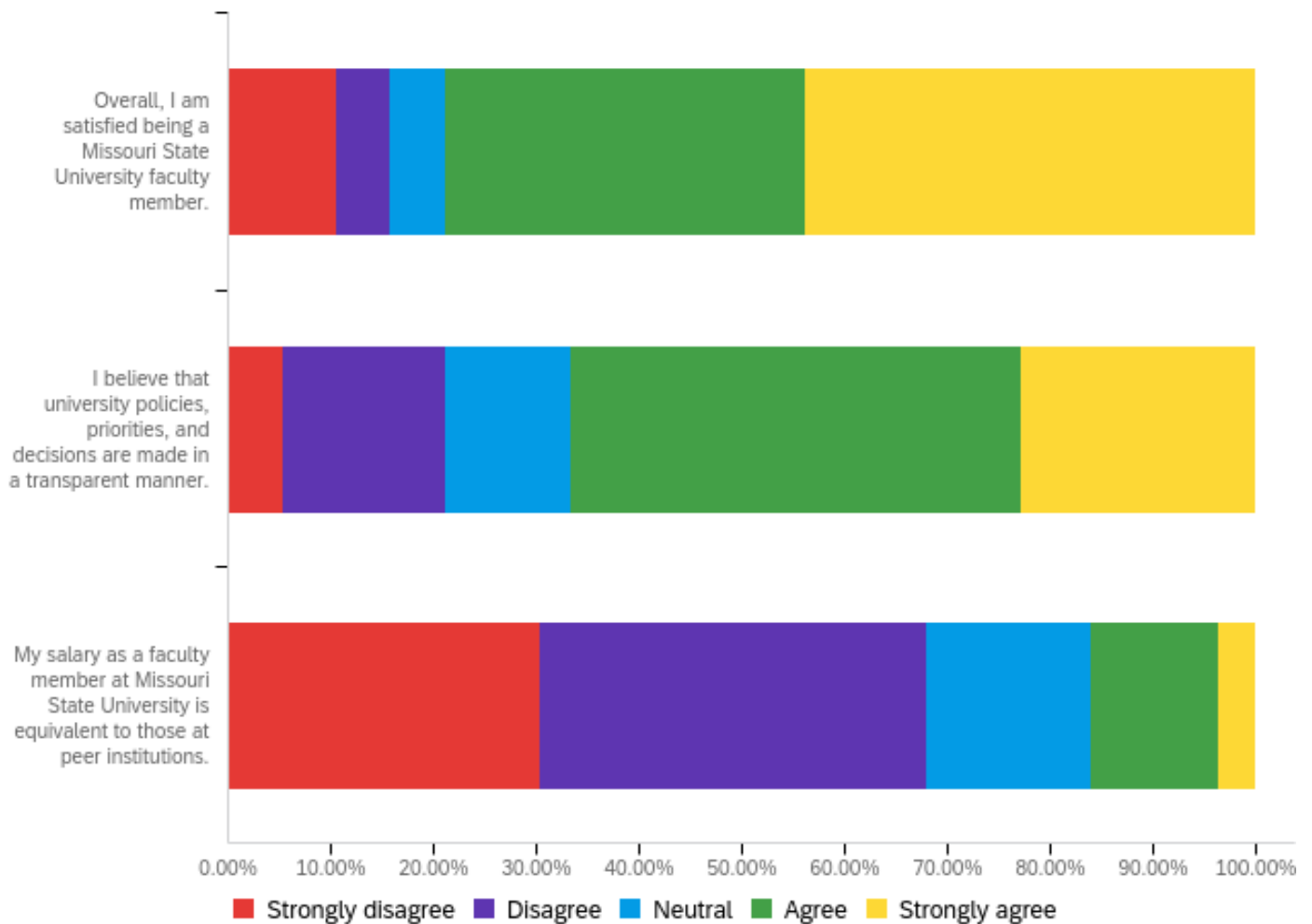
Yes   No   Prefer not to say

Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: McQueary College of Health and Human Services

Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.96	1.28	1.65	57
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.63	1.15	1.32	57
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	2.21	1.11	1.24	56

Q4 - How much do you think the university spends on the following?

Too little | Less than necessary | About right | More than necessary | Too much

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	1.00	5.00	3.60	0.93	0.86	48
2	Academic support	1.00	3.00	2.36	0.62	0.39	50
3	Custodial services	1.00	3.00	2.35	0.70	0.49	46
4	Student services	1.00	5.00	2.92	0.63	0.40	49
5	Athletic services	2.00	5.00	3.91	0.89	0.79	45

Q6 - How satisfied are you with the following university facilities and support services?

| Dissatisfied | Somewhat dissatisfied | Neutral | Somewhat satisfied | Satisfied |

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.86	1.22	1.49	57
2	Personal office facilities	1.00	5.00	3.96	1.35	1.82	57
3	Computer Services: facilities and computer help desk support available to faculty	2.00	5.00	4.53	0.97	0.94	55
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	4.05	1.27	1.62	56
5	Custodial maintenance of facilities	1.00	5.00	3.85	1.37	1.87	55

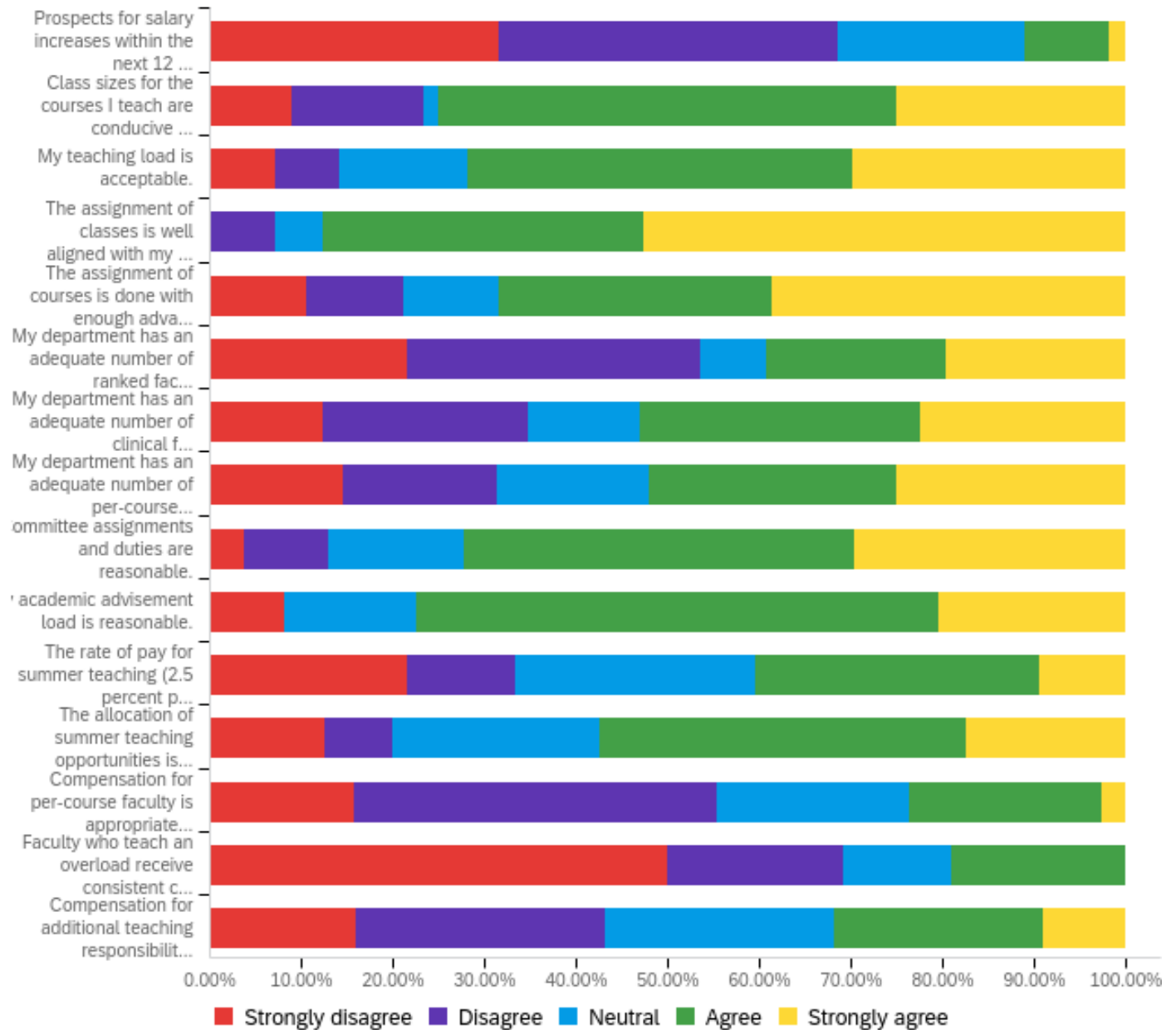| 6	Personal and building security	1.00	5.00	4.23	1.13	1.29	56
7	Administrative support for faculty	1.00	5.00	3.86	1.28	1.63	57
8	Libraries: digital access and holdings of books, journals	1.00	5.00	4.50	1.01	1.03	54
9	Libraries: facilities and support available to faculty	1.00	5.00	4.74	0.70	0.49	54
10	Distance Learning and Instructional Technology: facilities and support available to faculty	2.00	5.00	4.57	0.74	0.54	54
11	Faculty Center for Teaching and Learning	2.00	5.00	4.60	0.75	0.57	55
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	3.21	1.42	2.01	39
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	2.51	1.50	2.25	53
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.88	1.40	1.95	51
15	Office of Sponsored Research and Programs	1.00	5.00	3.26	1.45	2.09	38
16	Travel reimbursement procedures	1.00	5.00	2.84	1.43	2.05	49

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	4.09	1.13	1.27	54
2	How policies are made for your school or college.	1.00	5.00	3.61	1.32	1.74	56
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.15	1.38	1.90	54
4	Procedures by which department policies are made.	1.00	5.00	3.46	1.51	2.28	57
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	3.51	1.57	2.48	53

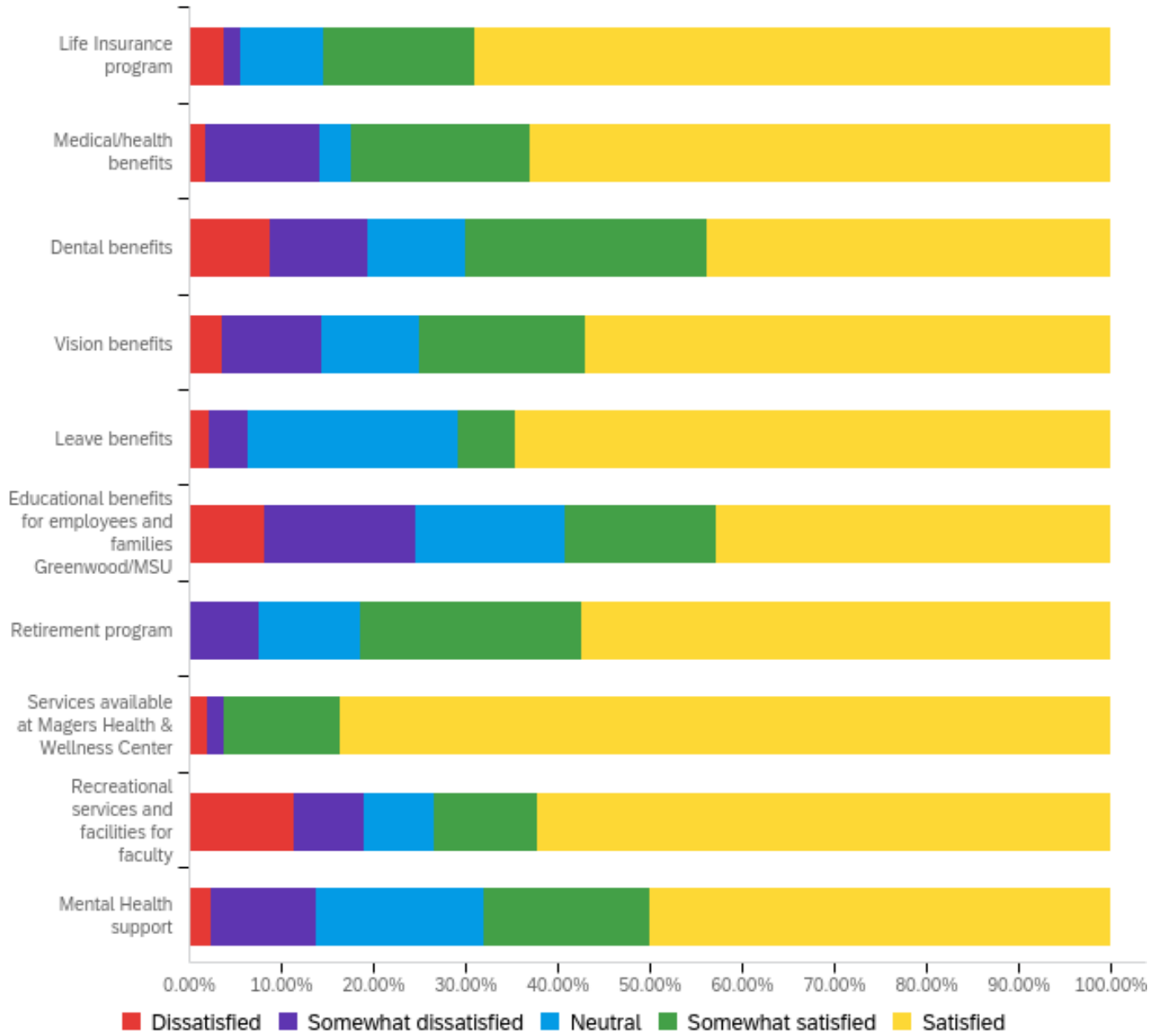| 6 | How promotion and tenure criteria are defined and communicated. | 1.00 | 5.00 | 3.47 | 1.56 | 2.42 | 57 |
| 7 | How promotion and tenure decisions are made. | 1.00 | 5.00 | 3.73 | 1.40 | 1.96 | 51 |
| 8 | The extent of feedback regarding reasons for promotion and tenure decisions. | 1.00 | 5.00 | 3.69 | 1.38 | 1.90 | 45 |

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	5.00	2.13	1.02	1.04	54
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	3.68	1.24	1.54	56
3	My teaching load is acceptable.	1.00	5.00	3.81	1.15	1.31	57
4	The assignment of classes is well aligned with my interests and background.	2.00	5.00	4.33	0.87	0.75	57
5	The assignment of courses is done with enough advance notice to prepare for each course.	1.00	5.00	3.75	1.34	1.80	57

6	My department has an adequate number of ranked faculty.	1.00	5.00	2.84	1.46	2.13	56
7	My department has an adequate number of clinical faculty.	1.00	5.00	3.29	1.36	1.84	49
8	My department has an adequate number of per-course faculty.	1.00	5.00	3.31	1.39	1.92	48
9	Committee assignments and duties are reasonable.	1.00	5.00	3.85	1.06	1.13	54
10	My academic advisement load is reasonable.	1.00	5.00	3.82	1.02	1.05	49
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	2.95	1.29	1.66	42
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.42	1.22	1.49	40
13	Compensation for per-course faculty is appropriate.	1.00	5.00	2.55	1.07	1.14	38
14	Faculty who teach an overload receive consistent compensation.	1.00	4.00	2.00	1.18	1.38	42
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.82	1.21	1.47	44

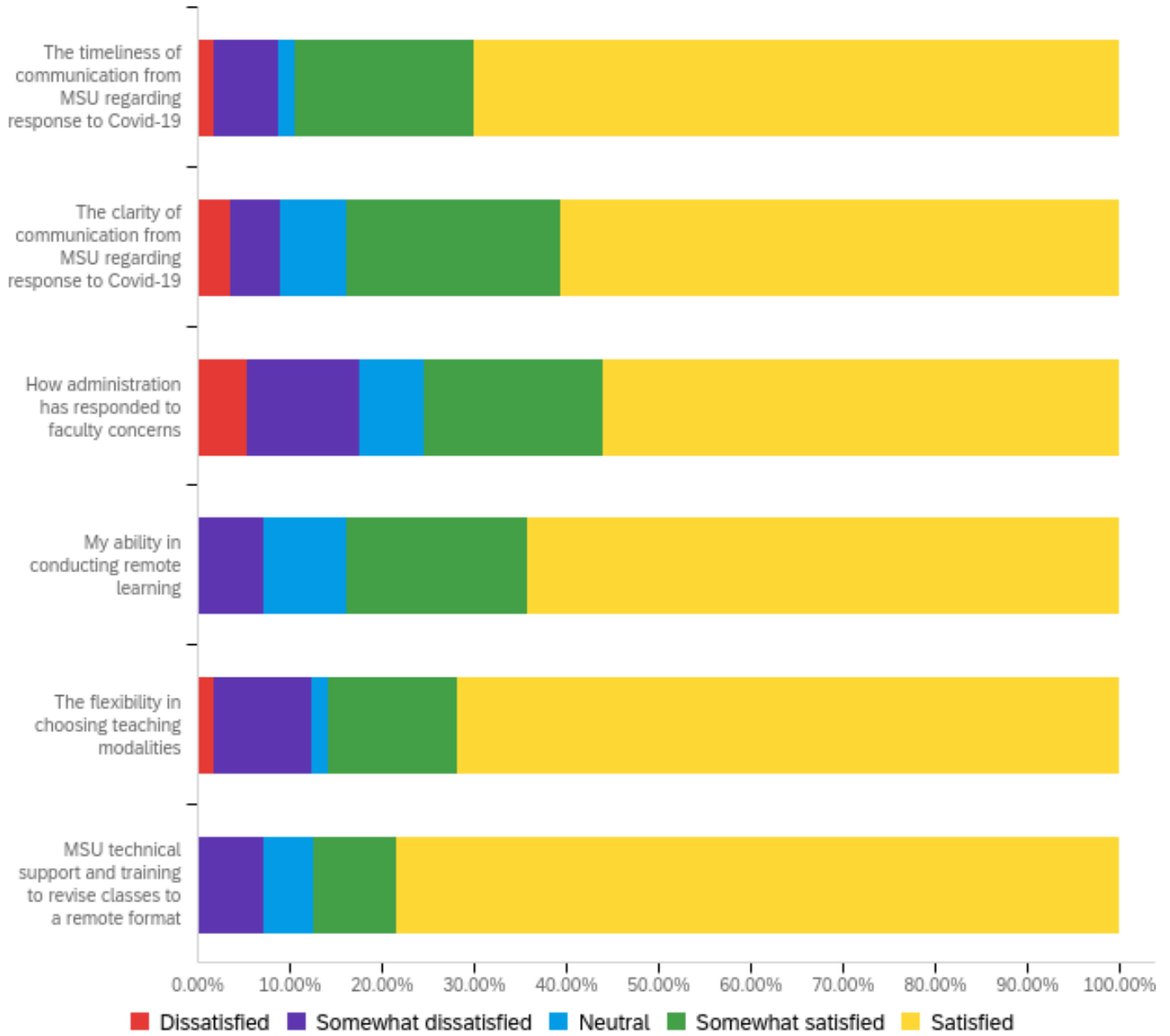## Q12 - How satisfied are you with the following university benefits?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	4.45	0.99	0.98	55
2	Medical/health benefits	1.00	5.00	4.30	1.11	1.23	57
3	Dental benefits	1.00	5.00	3.86	1.32	1.73	57
4	Vision benefits	1.00	5.00	4.14	1.19	1.41	56
5	Leave benefits	1.00	5.00	4.27	1.08	1.16	48
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.69	1.37	1.89	49

7	Retirement program	2.00	5.00	4.31	0.94	0.88	54
8	Services available at Magers Health & Wellness Center	1.00	5.00	4.75	0.72	0.52	55
9	Recreational services and facilities for faculty	1.00	5.00	4.06	1.42	2.02	53
10	Mental Health support	1.00	5.00	4.02	1.16	1.34	44

Q14 - How satisfied are you with the following aspects related to Covid-19?

Legend: ■ Dissatisfied ■ Somewhat dissatisfied ■ Neutral ■ Somewhat satisfied ■ Satisfied

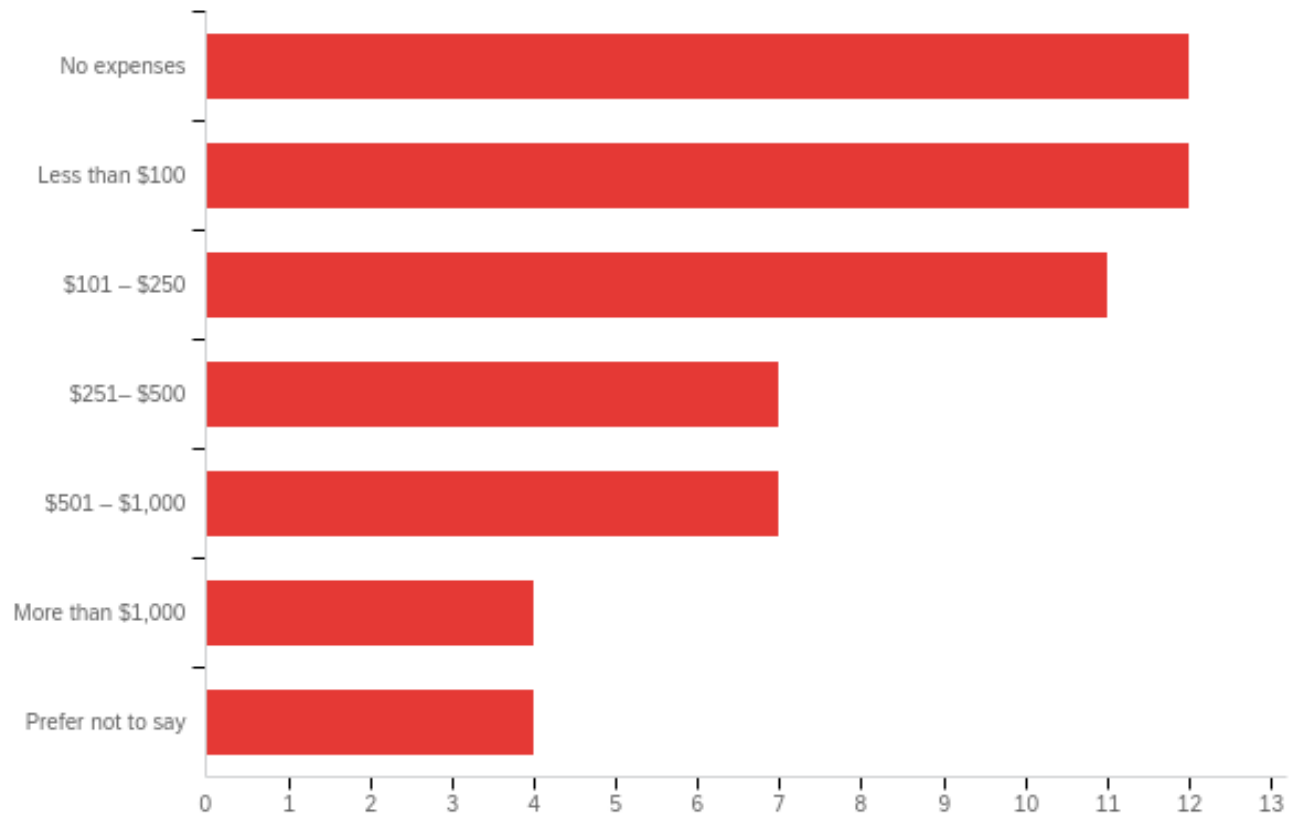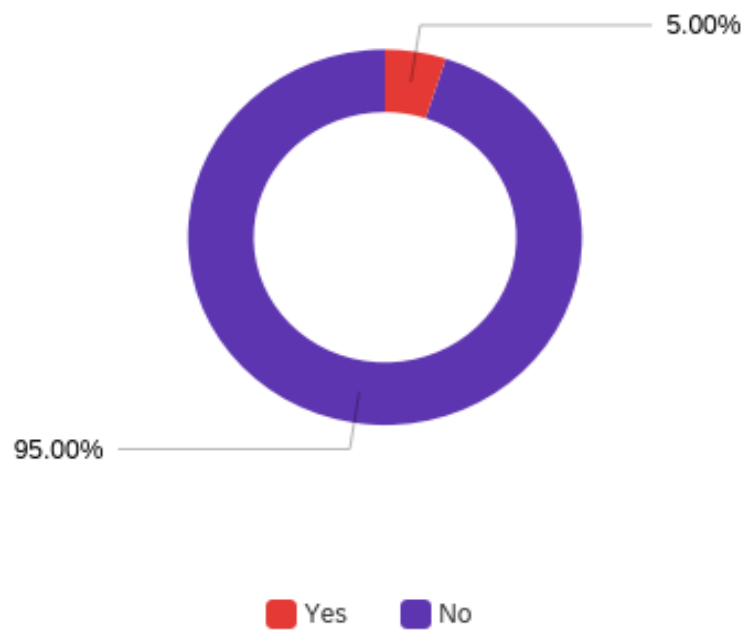| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	4.49	0.96	0.92	57
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	4.32	1.05	1.11	56
3	How administration has responded to faculty concerns	1.00	5.00	4.09	1.26	1.59	57
4	My ability in conducting remote learning	2.00	5.00	4.41	0.92	0.85	56
5	The flexibility in choosing teaching modalities	1.00	5.00	4.44	1.06	1.12	57
6	MSU technical support and training to revise classes to a remote format	2.00	5.00	4.59	0.88	0.78	56

Q15 - How often do you worry about the following:

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	1.00	6.00	4.79	1.05	1.10	56
2	Health and well-being of myself	1.00	6.00	4.32	1.27	1.61	56
3	Access to health care	1.00	6.00	3.32	1.63	2.65	56
4	Family caregiving responsibilities	1.00	6.00	3.88	1.69	2.86	56
5	Job loss	1.00	6.00	3.48	1.52	2.32	56
6	Paying bills	1.00	6.00	3.41	1.60	2.56	56

| 7 | What the future holds for MSU | 1.00 | 6.00 | 3.96 | 1.06 | 1.13 | 55 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.34 | 1.24 | 1.55 | 56 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?

5.00%

95.00%

Yes   No

Q18 - Were you reimbursed?

50.00%

50.00%

Yes   No   Prefer not to say

Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: Library
Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?
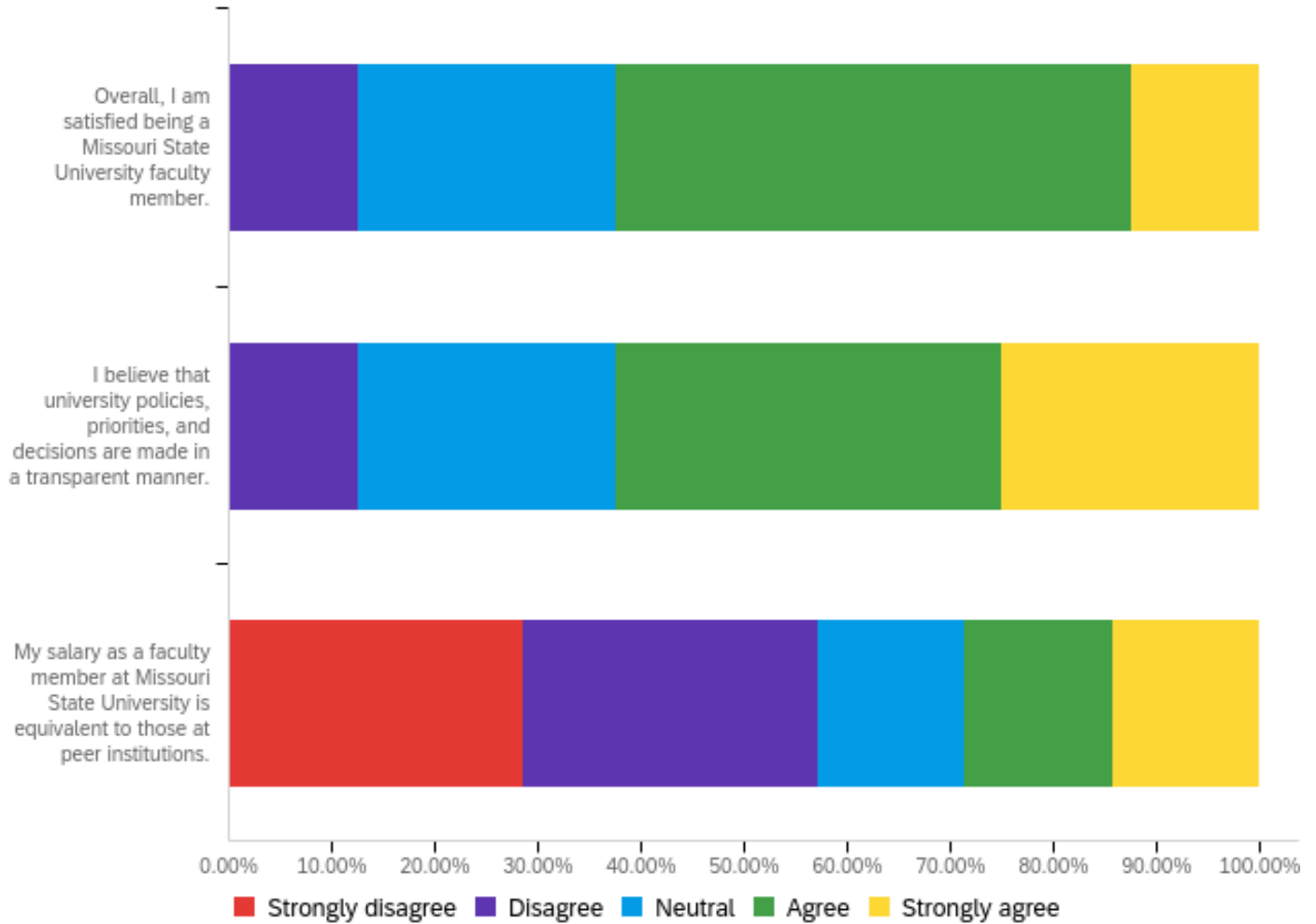
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	2.00	5.00	3.63	0.86	0.73	8
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	2.00	5.00	3.75	0.97	0.94	8
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	2.57	1.40	1.96	7

Q4 - How much do you think the university spends on the following?
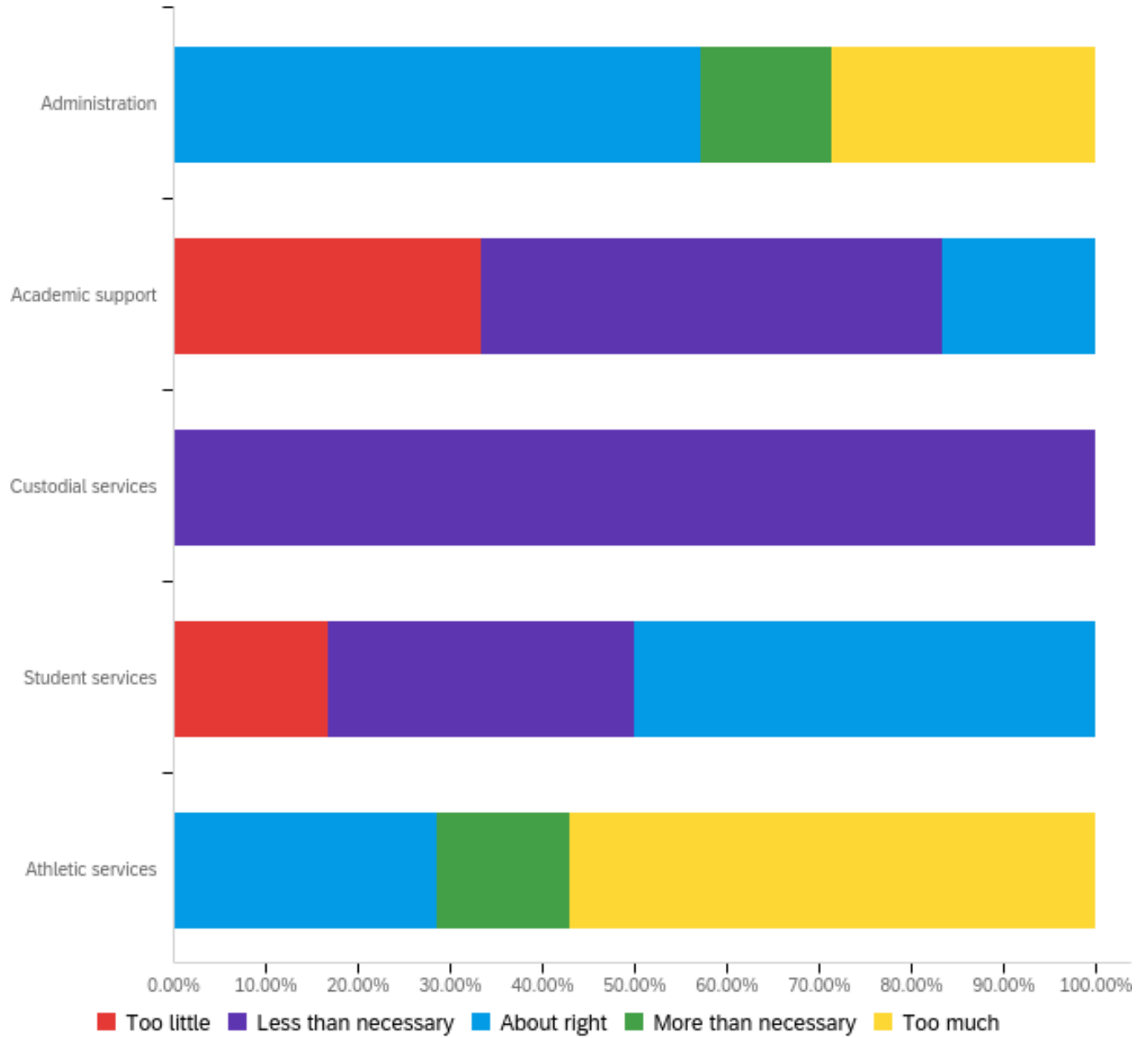
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	3.00	5.00	3.71	0.88	0.78	7
2	Academic support	1.00	3.00	1.83	0.69	0.47	6
3	Custodial services	2.00	2.00	2.00	0.00	0.00	4
4	Student services	1.00	3.00	2.33	0.75	0.56	6
5	Athletic services	3.00	5.00	4.29	0.88	0.78	7

Q6 - How satisfied are you with the following university facilities and support services?
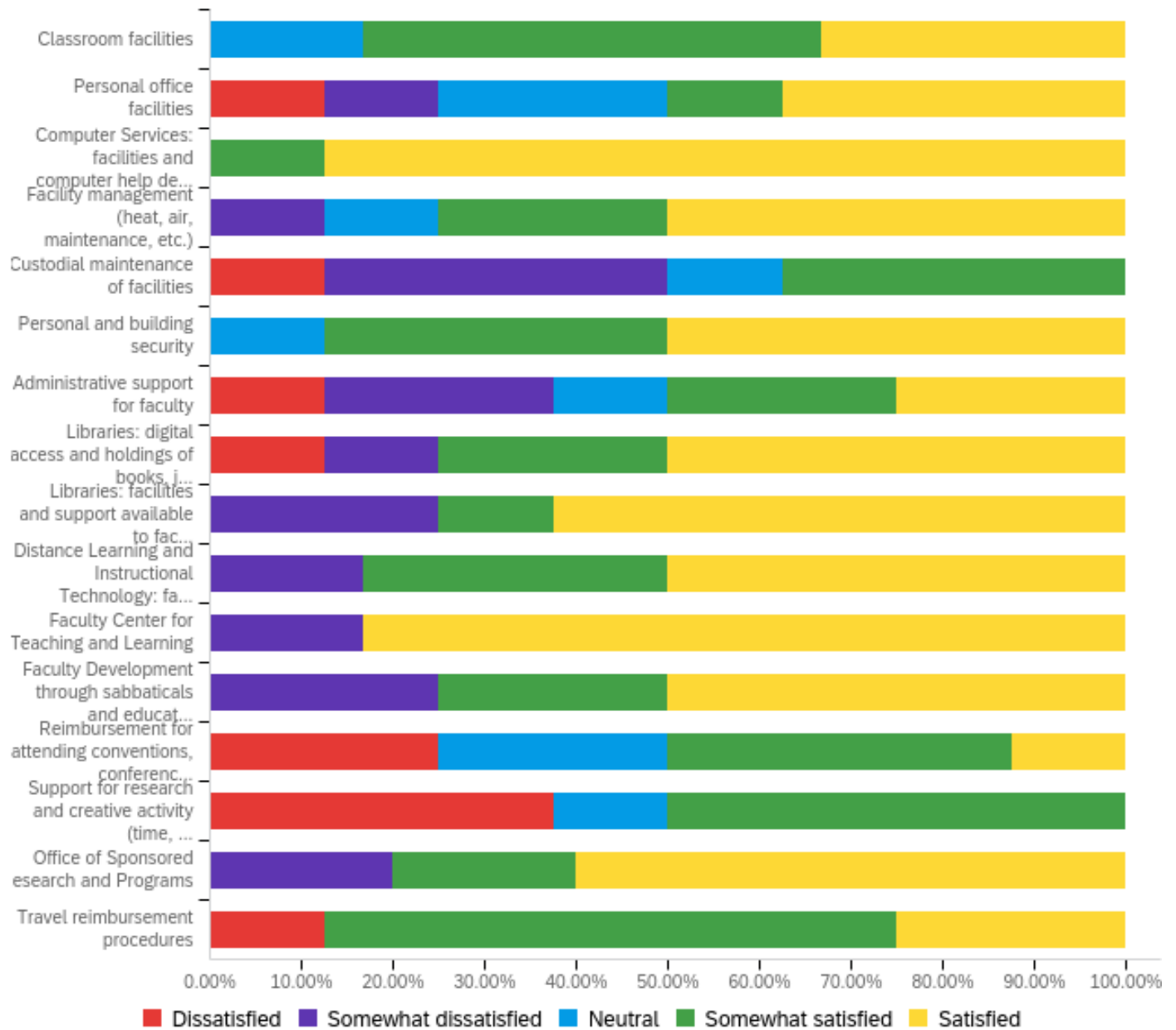
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	3.00	5.00	4.17	0.69	0.47	6
2	Personal office facilities	1.00	5.00	3.50	1.41	2.00	8
3	Computer Services: facilities and computer help desk support available to faculty	4.00	5.00	4.88	0.33	0.11	8
4	Facility management (heat, air, maintenance, etc.)	2.00	5.00	4.13	1.05	1.11	8
5	Custodial maintenance of facilities	1.00	4.00	2.75	1.09	1.19	8

6	Personal and building security	3.00	5.00	4.38	0.70	0.48	8
7	Administrative support for faculty	1.00	5.00	3.25	1.39	1.94	8
8	Libraries: digital access and holdings of books, journals	1.00	5.00	3.88	1.45	2.11	8
9	Libraries: facilities and support available to faculty	2.00	5.00	4.13	1.27	1.61	8
10	Distance Learning and Instructional Technology: facilities and support available to faculty	2.00	5.00	4.17	1.07	1.14	6
11	Faculty Center for Teaching and Learning	2.00	5.00	4.50	1.12	1.25	6
12	Faculty Development through sabbaticals and educational leaves	2.00	5.00	4.00	1.22	1.50	4
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	3.13	1.36	1.86	8
14	Support for research and creative activity (time, finances, space, etc.)	1.00	4.00	2.75	1.39	1.94	8
15	Office of Sponsored Research and Programs	2.00	5.00	4.20	1.17	1.36	5
16	Travel reimbursement procedures	1.00	5.00	3.88	1.17	1.36	8

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?
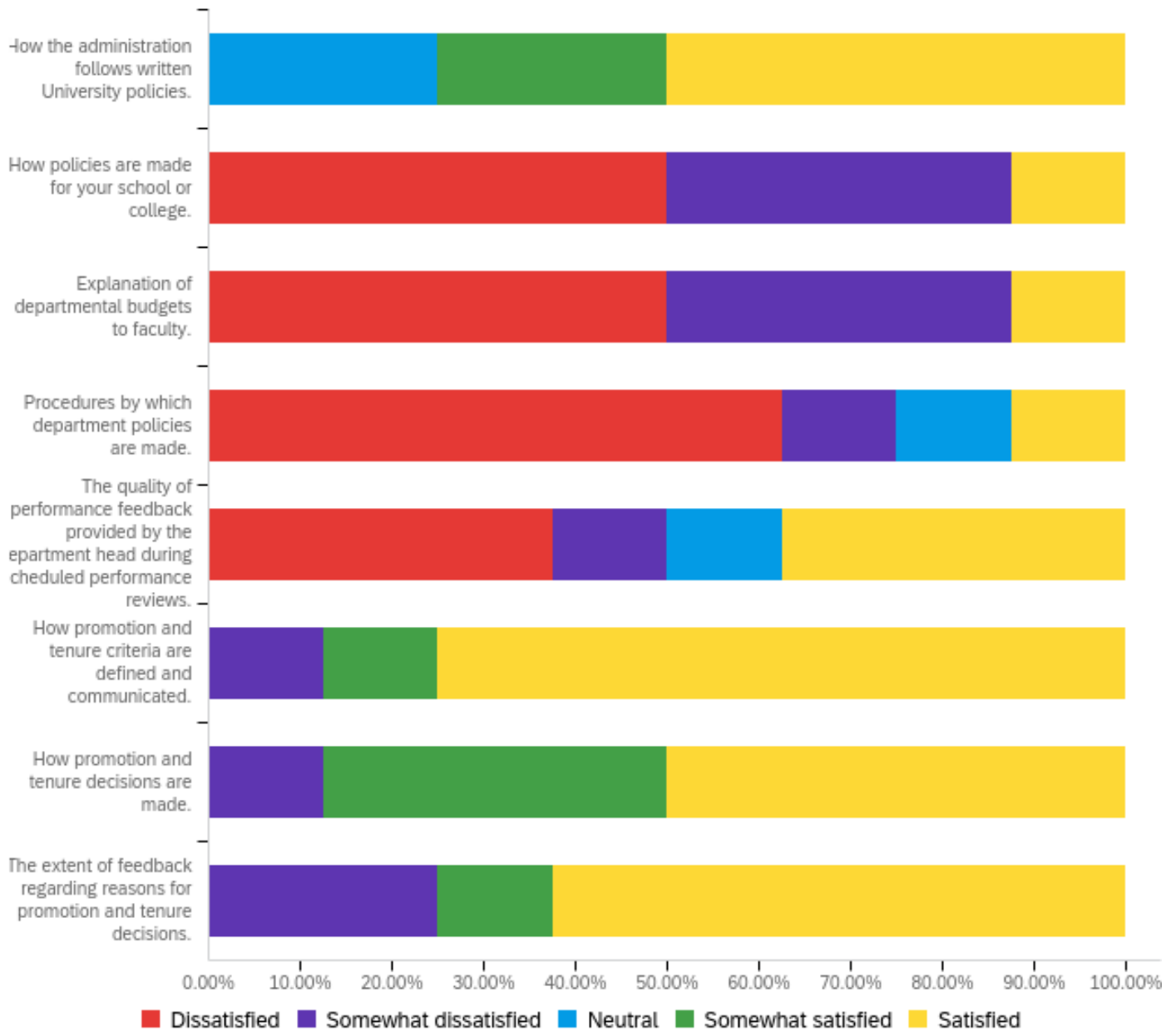
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	3.00	5.00	4.25	0.83	0.69	8
2	How policies are made for your school or college.	1.00	5.00	1.88	1.27	1.61	8
3	Explanation of departmental budgets to faculty.	1.00	5.00	1.88	1.27	1.61	8
4	Procedures by which department policies are made.	1.00	5.00	1.88	1.36	1.86	8
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	2.88	1.76	3.11	8

6	How promotion and tenure criteria are defined and communicated.	2.00	5.00	4.50	1.00	1.00	8
7	How promotion and tenure decisions are made.	2.00	5.00	4.25	0.97	0.94	8
8	The extent of feedback regarding reasons for promotion and tenure decisions.	2.00	5.00	4.13	1.27	1.61	8

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
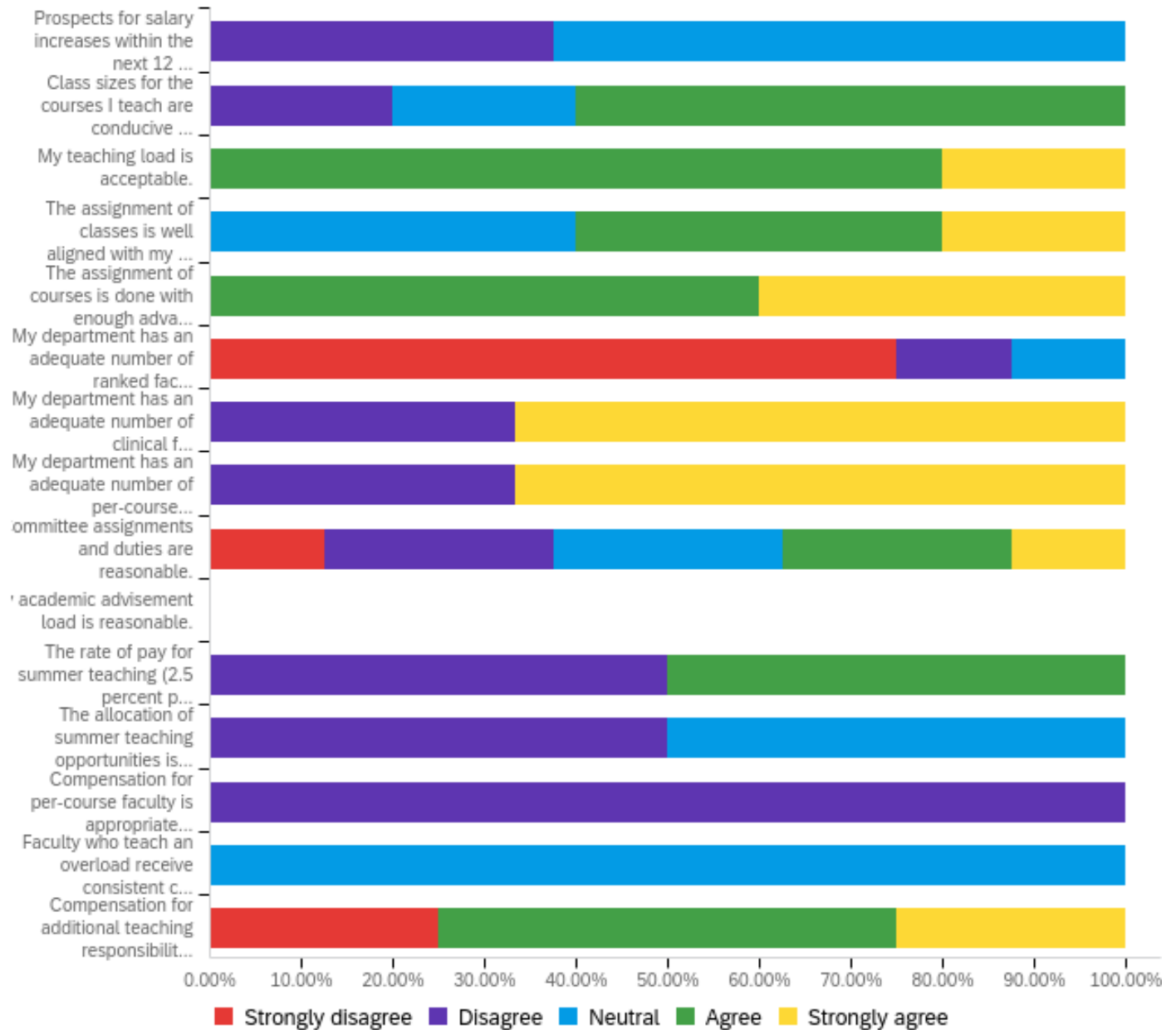
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	2.00	3.00	2.63	0.48	0.23	8
2	Class sizes for the courses I teach are conducive to student learning.	2.00	4.00	3.40	0.80	0.64	5
3	My teaching load is acceptable.	4.00	5.00	4.20	0.40	0.16	5
4	The assignment of classes is well aligned with my interests and background.	3.00	5.00	3.80	0.75	0.56	5
5	The assignment of courses is done with enough advance notice to prepare for each course.	4.00	5.00	4.40	0.49	0.24	5

6	My department has an adequate number of ranked faculty.	1.00	3.00	1.38	0.70	0.48	8
7	My department has an adequate number of clinical faculty.	2.00	5.00	4.00	1.41	2.00	3
8	My department has an adequate number of per-course faculty.	2.00	5.00	4.00	1.41	2.00	3
9	Committee assignments and duties are reasonable.	1.00	5.00	3.00	1.22	1.50	8
10	My academic advisement load is reasonable.	0.00	0.00	0.00	0.00	0.00	0
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	2.00	4.00	3.00	1.00	1.00	2
12	The allocation of summer teaching opportunities is equitable.	2.00	3.00	2.50	0.50	0.25	2
13	Compensation for per-course faculty is appropriate.	2.00	2.00	2.00	0.00	0.00	1
14	Faculty who teach an overload receive consistent compensation.	3.00	3.00	3.00	0.00	0.00	1
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	3.50	1.50	2.25	4

Q12 - How satisfied are you with the following university benefits?
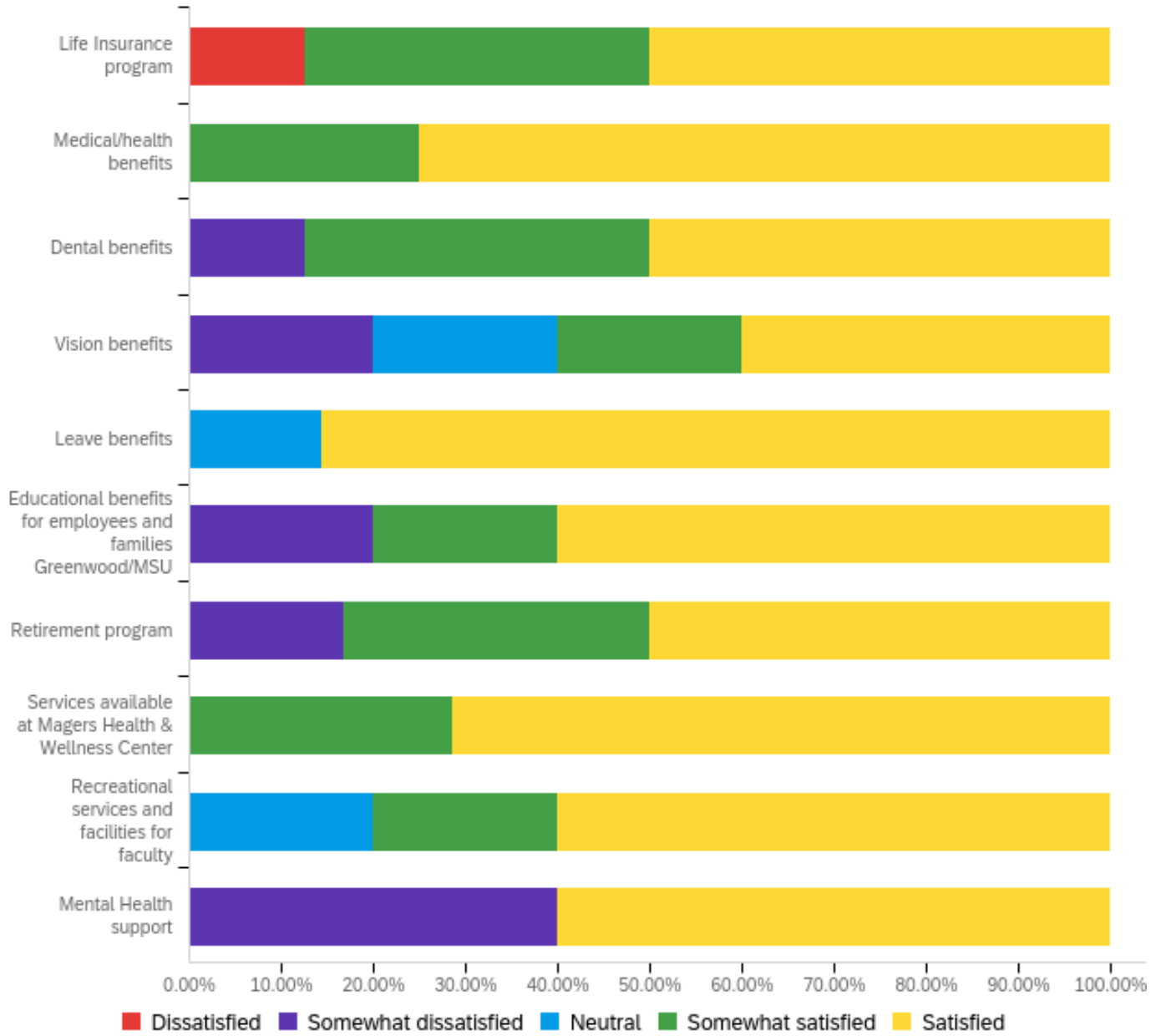
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	4.13	1.27	1.61	8
2	Medical/health benefits	4.00	5.00	4.75	0.43	0.19	8
3	Dental benefits	2.00	5.00	4.25	0.97	0.94	8
4	Vision benefits	2.00	5.00	3.80	1.17	1.36	5
5	Leave benefits	3.00	5.00	4.71	0.70	0.49	7
6	Educational benefits for employees and families Greenwood/MSU	2.00	5.00	4.20	1.17	1.36	5

7	Retirement program	2.00	5.00	4.17	1.07	1.14	6
8	Services available at Magers Health & Wellness Center	4.00	5.00	4.71	0.45	0.20	7
9	Recreational services and facilities for faculty	3.00	5.00	4.40	0.80	0.64	5
10	Mental Health support	2.00	5.00	3.80	1.47	2.16	5

Q14 - How satisfied are you with the following aspects related to Covid-19?
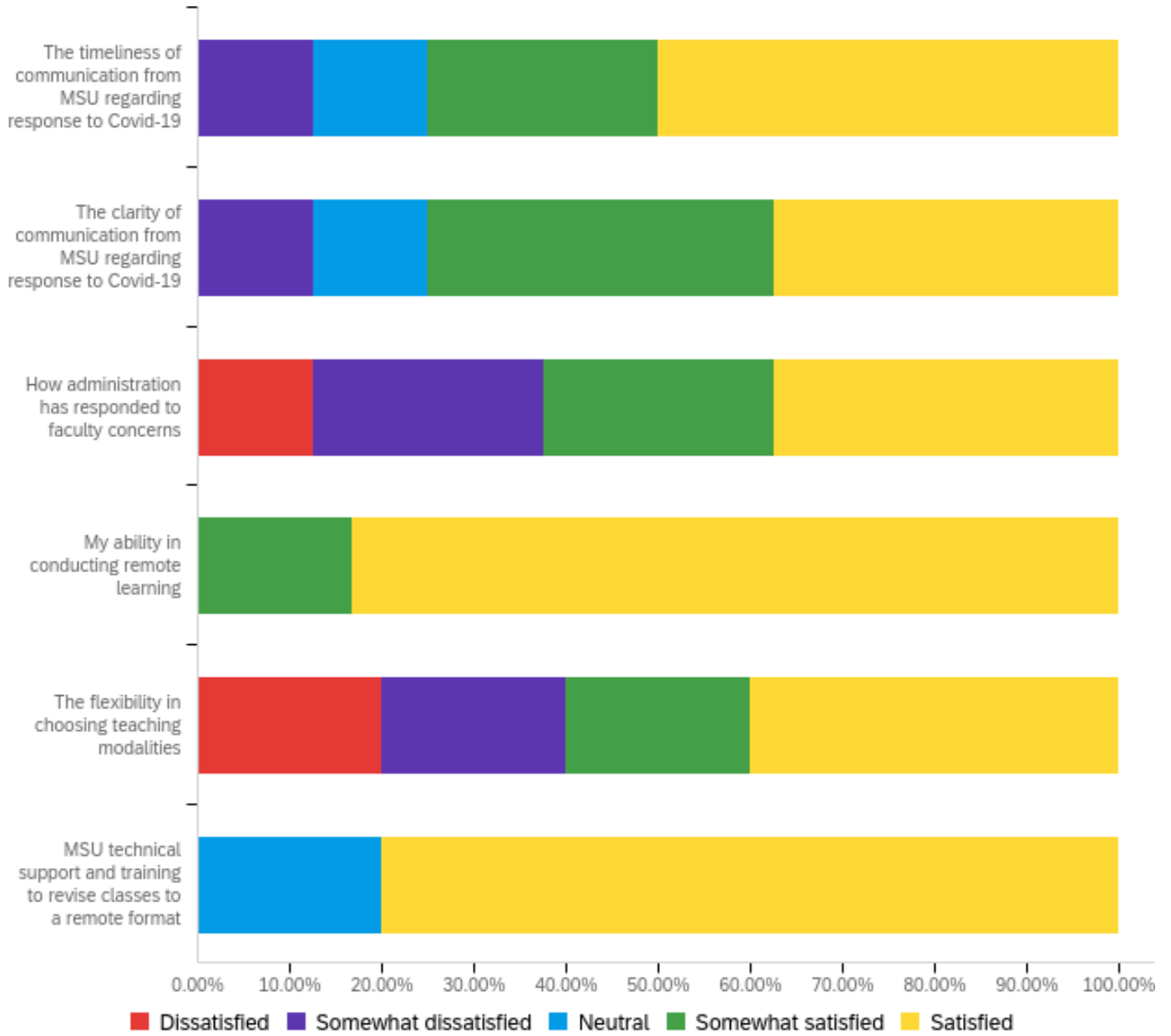
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	2.00	5.00	4.13	1.05	1.11	8
2	The clarity of communication from MSU regarding response to Covid-19	2.00	5.00	4.00	1.00	1.00	8
3	How administration has responded to faculty concerns	1.00	5.00	3.50	1.50	2.25	8
4	My ability in conducting remote learning	4.00	5.00	4.83	0.37	0.14	6
5	The flexibility in choosing teaching modalities	1.00	5.00	3.40	1.62	2.64	5
6	MSU technical support and training to revise classes to a remote format	3.00	5.00	4.60	0.80	0.64	5

Q15 - How often do you worry about the following:
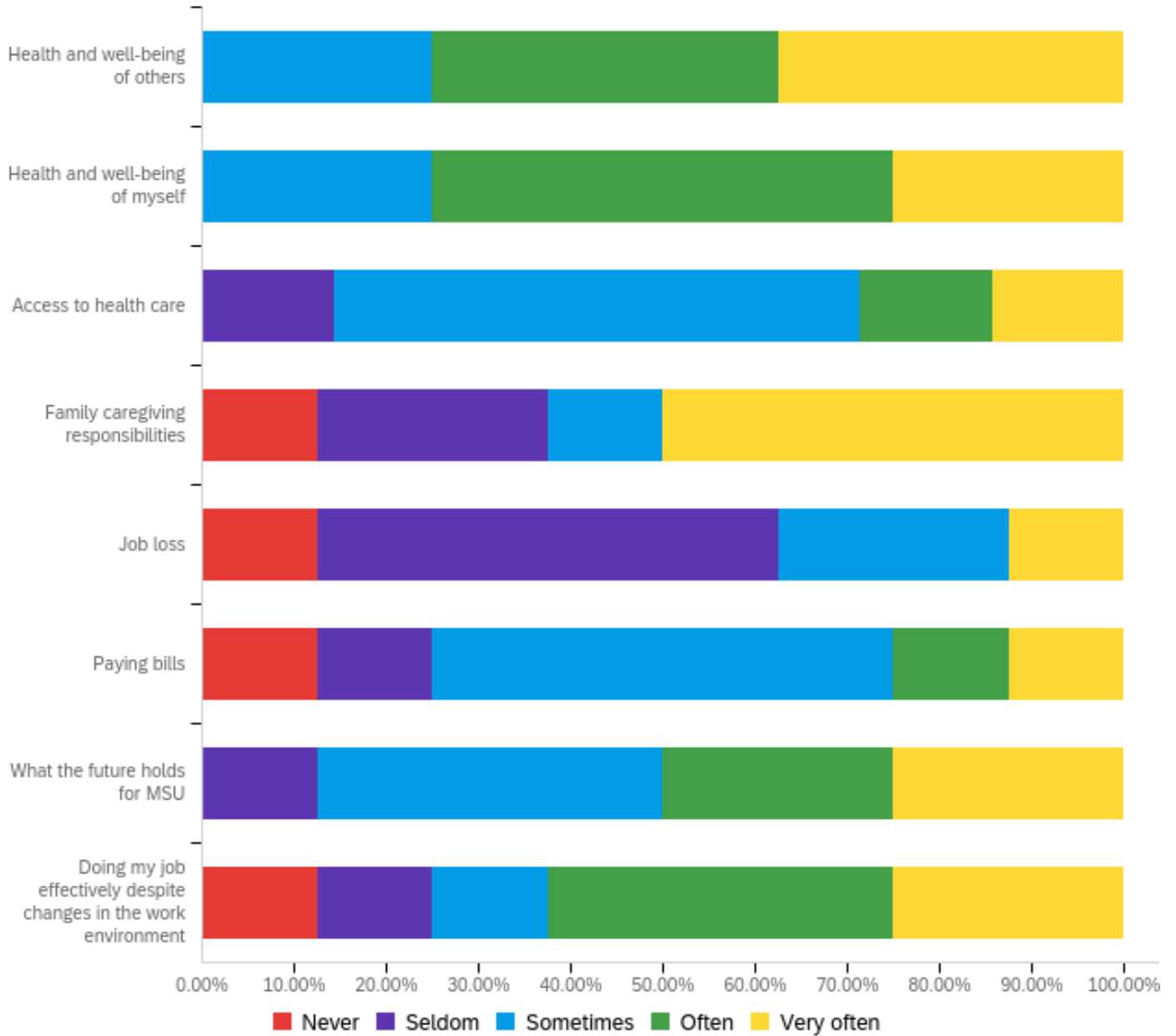
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	4.00	6.00	5.13	0.78	0.61	8
2	Health and well-being of myself	4.00	6.00	5.00	0.71	0.50	8
3	Access to health care	3.00	6.00	4.29	0.88	0.78	7
4	Family caregiving responsibilities	1.00	6.00	4.38	1.80	3.23	8
5	Job loss	1.00	6.00	3.38	1.32	1.73	8
6	Paying bills	1.00	6.00	3.88	1.36	1.86	8

| 7 | What the future holds for MSU | 3.00 | 6.00 | 4.63 | 0.99 | 0.98 | 8 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.38 | 1.58 | 2.48 | 8 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?
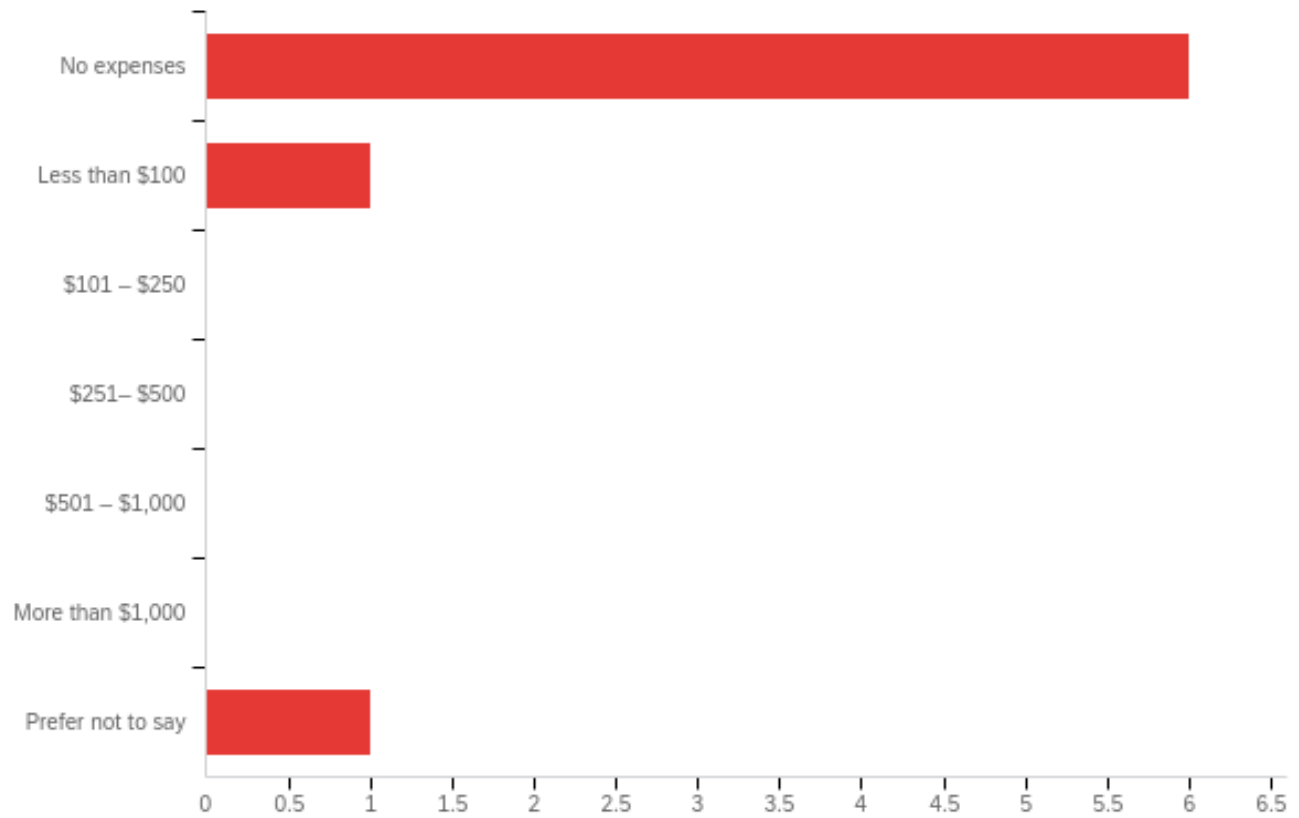
Q17 - Did you ask for reimbursement?
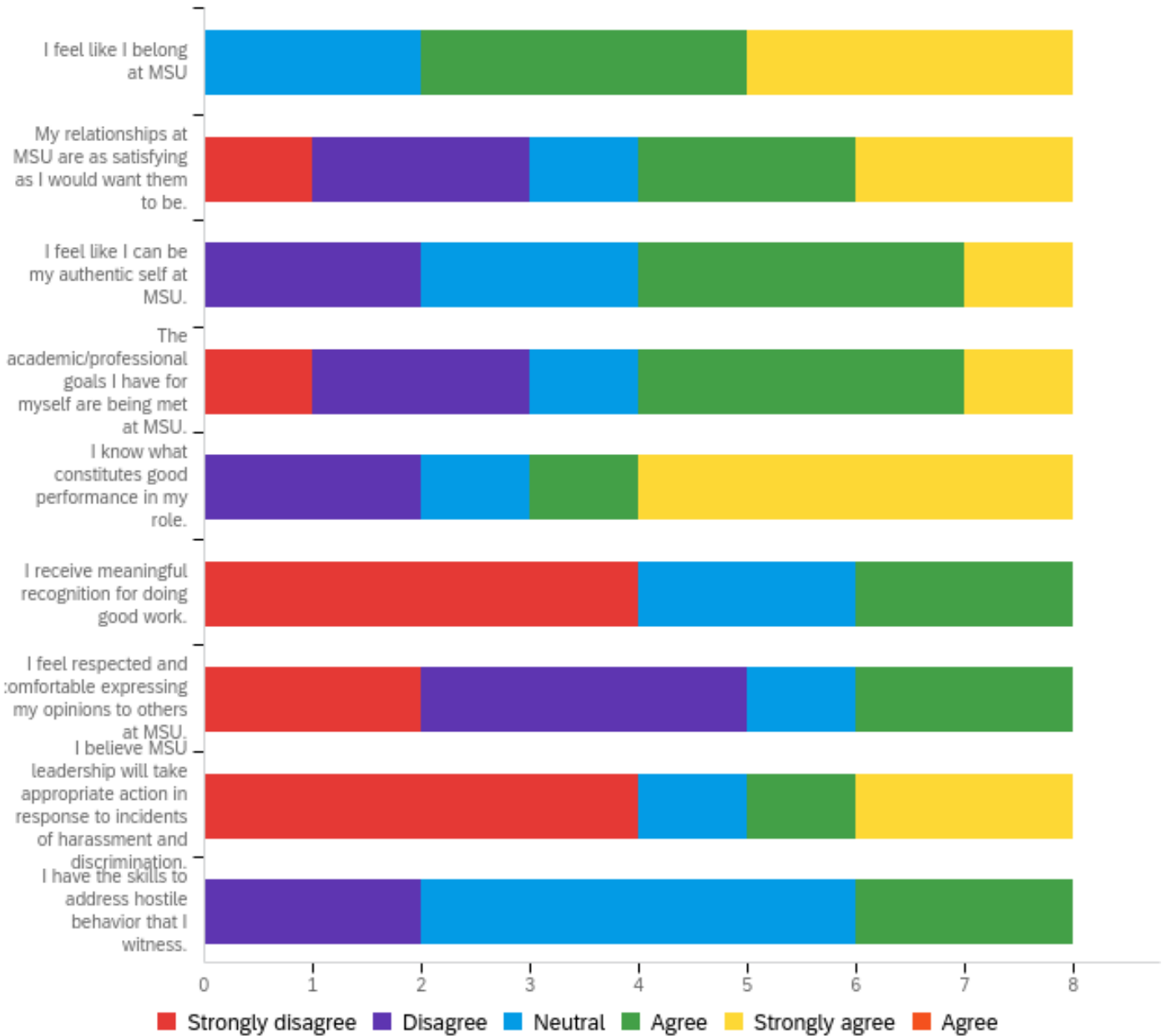
NO DATA

🟥 Yes   🟪 No

Q18 - Were you reimbursed?

NO DATA

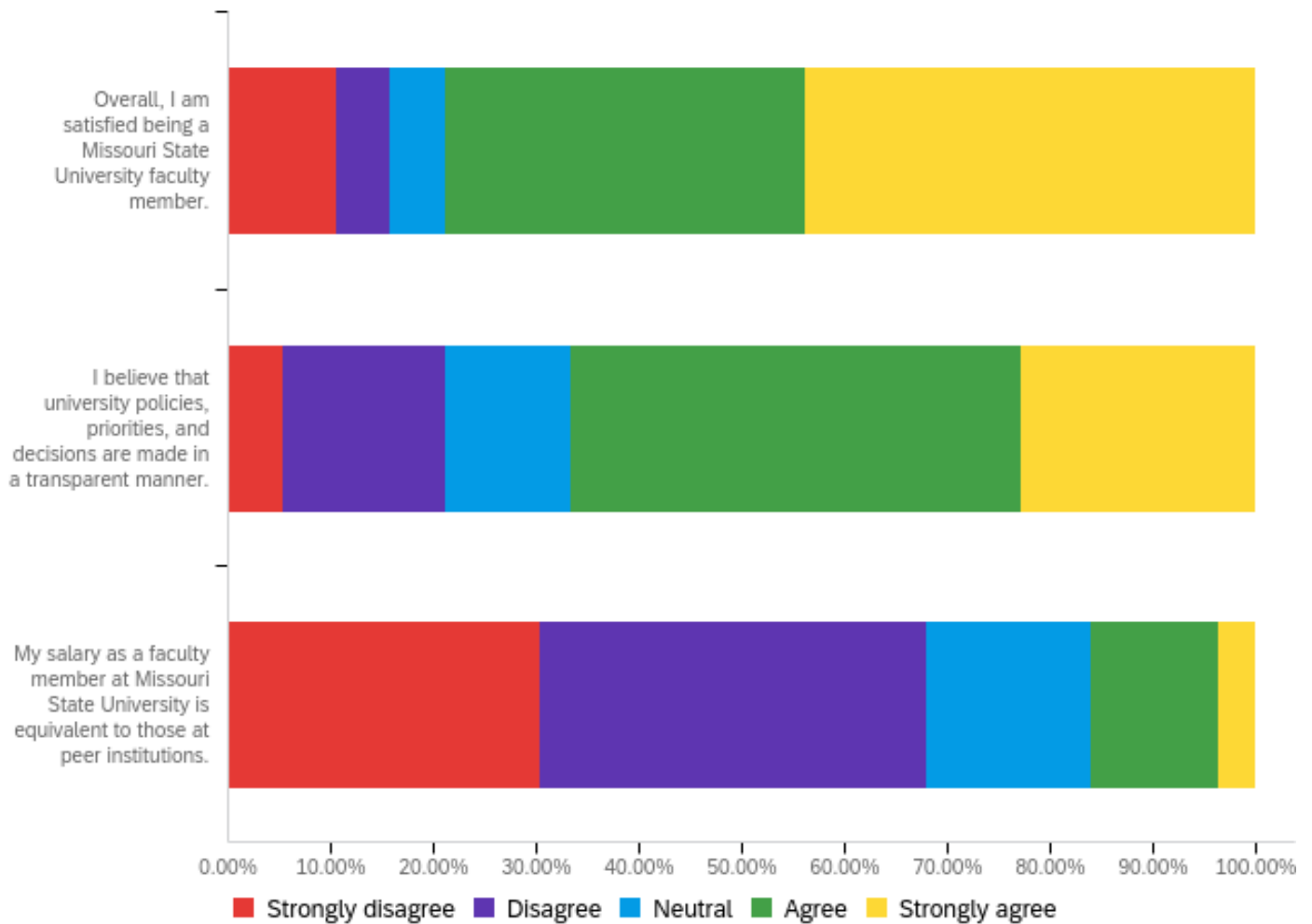■ Yes   ■ No   ■ Prefer not to say

Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: McQueary College of Health and Human Services

Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	1.00	5.00	3.96	1.28	1.65	57
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	1.00	5.00	3.63	1.15	1.32	57
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	5.00	2.21	1.11	1.24	56

Q4 - How much do you think the university spends on the following?

Too little ■ **Less than necessary** ■ **About right** ■ **More than necessary** ■ **Too much** ■

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	1.00	5.00	3.60	0.93	0.86	48
2	Academic support	1.00	3.00	2.36	0.62	0.39	50
3	Custodial services	1.00	3.00	2.35	0.70	0.49	46
4	Student services	1.00	5.00	2.92	0.63	0.40	49
5	Athletic services	2.00	5.00	3.91	0.89	0.79	45

Q6 - How satisfied are you with the following university facilities and support services?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.86	1.22	1.49	57
2	Personal office facilities	1.00	5.00	3.96	1.35	1.82	57
3	Computer Services: facilities and computer help desk support available to faculty	2.00	5.00	4.53	0.97	0.94	55
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	4.05	1.27	1.62	56
5	Custodial maintenance of facilities	1.00	5.00	3.85	1.37	1.87	55

6	Personal and building security	1.00	5.00	4.23	1.13	1.29	56
7	Administrative support for faculty	1.00	5.00	3.86	1.28	1.63	57
8	Libraries: digital access and holdings of books, journals	1.00	5.00	4.50	1.01	1.03	54
9	Libraries: facilities and support available to faculty	1.00	5.00	4.74	0.70	0.49	54
10	Distance Learning and Instructional Technology: facilities and support available to faculty	2.00	5.00	4.57	0.74	0.54	54
11	Faculty Center for Teaching and Learning	2.00	5.00	4.60	0.75	0.57	55
12	Faculty Development through sabbaticals and educational leaves	1.00	5.00	3.21	1.42	2.01	39
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	2.51	1.50	2.25	53
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	2.88	1.40	1.95	51
15	Office of Sponsored Research and Programs	1.00	5.00	3.26	1.45	2.09	38
16	Travel reimbursement procedures	1.00	5.00	2.84	1.43	2.05	49

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	1.00	5.00	4.09	1.13	1.27	54
2	How policies are made for your school or college.	1.00	5.00	3.61	1.32	1.74	56
3	Explanation of departmental budgets to faculty.	1.00	5.00	3.15	1.38	1.90	54
4	Procedures by which department policies are made.	1.00	5.00	3.46	1.51	2.28	57
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	1.00	5.00	3.51	1.57	2.48	53

6	How promotion and tenure criteria are defined and communicated.	1.00	5.00	3.47	1.56	2.42	57
7	How promotion and tenure decisions are made.	1.00	5.00	3.73	1.40	1.96	51
8	The extent of feedback regarding reasons for promotion and tenure decisions.	1.00	5.00	3.69	1.38	1.90	45

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	5.00	2.13	1.02	1.04	54
2	Class sizes for the courses I teach are conducive to student learning.	1.00	5.00	3.68	1.24	1.54	56
3	My teaching load is acceptable.	1.00	5.00	3.81	1.15	1.31	57
4	The assignment of classes is well aligned with my interests and background.	2.00	5.00	4.33	0.87	0.75	57
5	The assignment of courses is done with enough advance notice to prepare for each course.	1.00	5.00	3.75	1.34	1.80	57

6	My department has an adequate number of ranked faculty.	1.00	5.00	2.84	1.46	2.13	56
7	My department has an adequate number of clinical faculty.	1.00	5.00	3.29	1.36	1.84	49
8	My department has an adequate number of per-course faculty.	1.00	5.00	3.31	1.39	1.92	48
9	Committee assignments and duties are reasonable.	1.00	5.00	3.85	1.06	1.13	54
10	My academic advisement load is reasonable.	1.00	5.00	3.82	1.02	1.05	49
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	5.00	2.95	1.29	1.66	42
12	The allocation of summer teaching opportunities is equitable.	1.00	5.00	3.42	1.22	1.49	40
13	Compensation for per-course faculty is appropriate.	1.00	5.00	2.55	1.07	1.14	38
14	Faculty who teach an overload receive consistent compensation.	1.00	4.00	2.00	1.18	1.38	42
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	1.00	5.00	2.82	1.21	1.47	44

Q12 - How satisfied are you with the following university benefits?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	1.00	5.00	4.45	0.99	0.98	55
2	Medical/health benefits	1.00	5.00	4.30	1.11	1.23	57
3	Dental benefits	1.00	5.00	3.86	1.32	1.73	57
4	Vision benefits	1.00	5.00	4.14	1.19	1.41	56
5	Leave benefits	1.00	5.00	4.27	1.08	1.16	48
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.69	1.37	1.89	49

7	Retirement program	2.00	5.00	4.31	0.94	0.88	54
8	Services available at Magers Health & Wellness Center	1.00	5.00	4.75	0.72	0.52	55
9	Recreational services and facilities for faculty	1.00	5.00	4.06	1.42	2.02	53
10	Mental Health support	1.00	5.00	4.02	1.16	1.34	44

Q14 - How satisfied are you with the following aspects related to Covid-19?

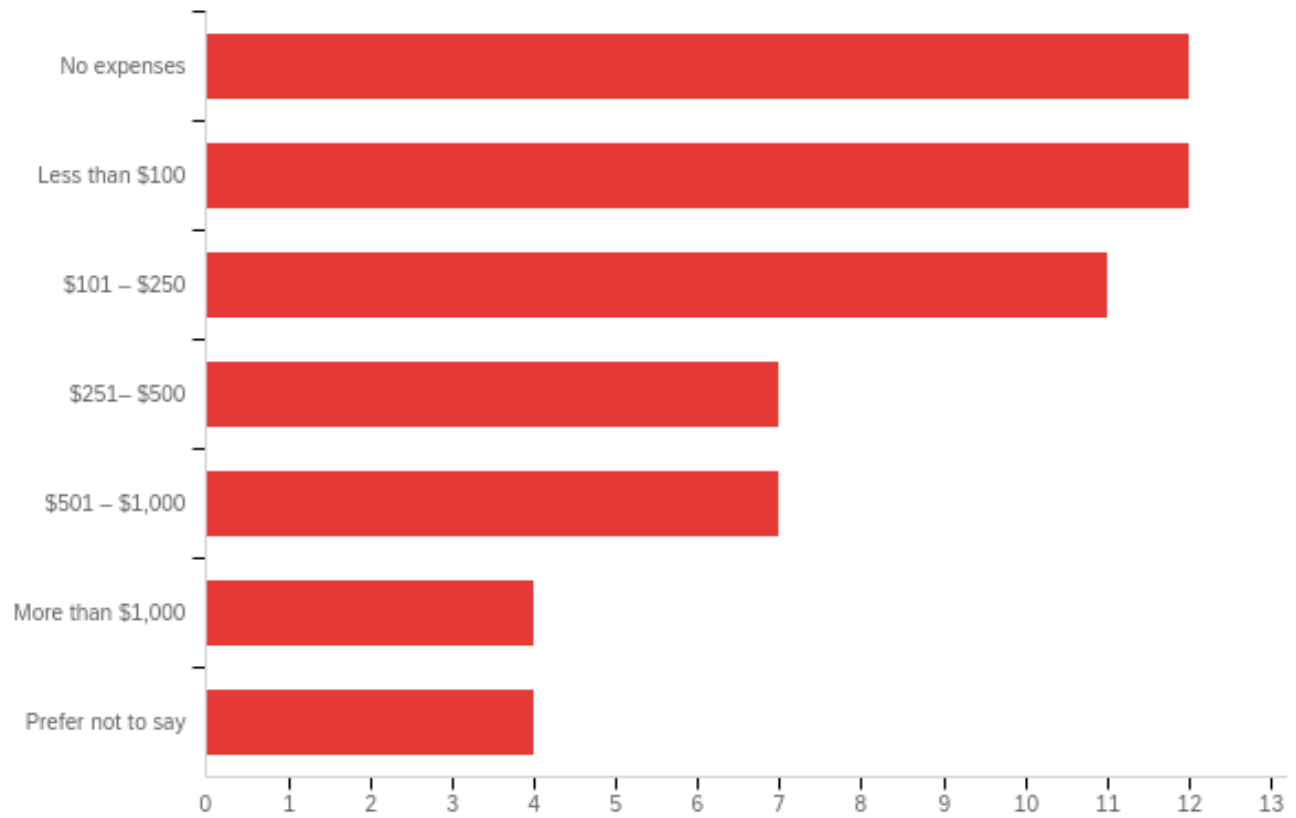| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	1.00	5.00	4.49	0.96	0.92	57
2	The clarity of communication from MSU regarding response to Covid-19	1.00	5.00	4.32	1.05	1.11	56
3	How administration has responded to faculty concerns	1.00	5.00	4.09	1.26	1.59	57
4	My ability in conducting remote learning	2.00	5.00	4.41	0.92	0.85	56
5	The flexibility in choosing teaching modalities	1.00	5.00	4.44	1.06	1.12	57
6	MSU technical support and training to revise classes to a remote format	2.00	5.00	4.59	0.88	0.78	56

Q15 - How often do you worry about the following:

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	1.00	6.00	4.79	1.05	1.10	56
2	Health and well-being of myself	1.00	6.00	4.32	1.27	1.61	56
3	Access to health care	1.00	6.00	3.32	1.63	2.65	56
4	Family caregiving responsibilities	1.00	6.00	3.88	1.69	2.86	56
5	Job loss	1.00	6.00	3.48	1.52	2.32	56
6	Paying bills	1.00	6.00	3.41	1.60	2.56	56

| 7 | What the future holds for MSU | 1.00 | 6.00 | 3.96 | 1.06 | 1.13 | 55 |
| 8 | Doing my job effectively despite changes in the work environment | 1.00 | 6.00 | 4.34 | 1.24 | 1.55 | 56 |

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?

5.00%

95.00%

Yes   No

Q18 - Were you reimbursed?

50.00%   50.00%

Yes   No   Prefer not to say
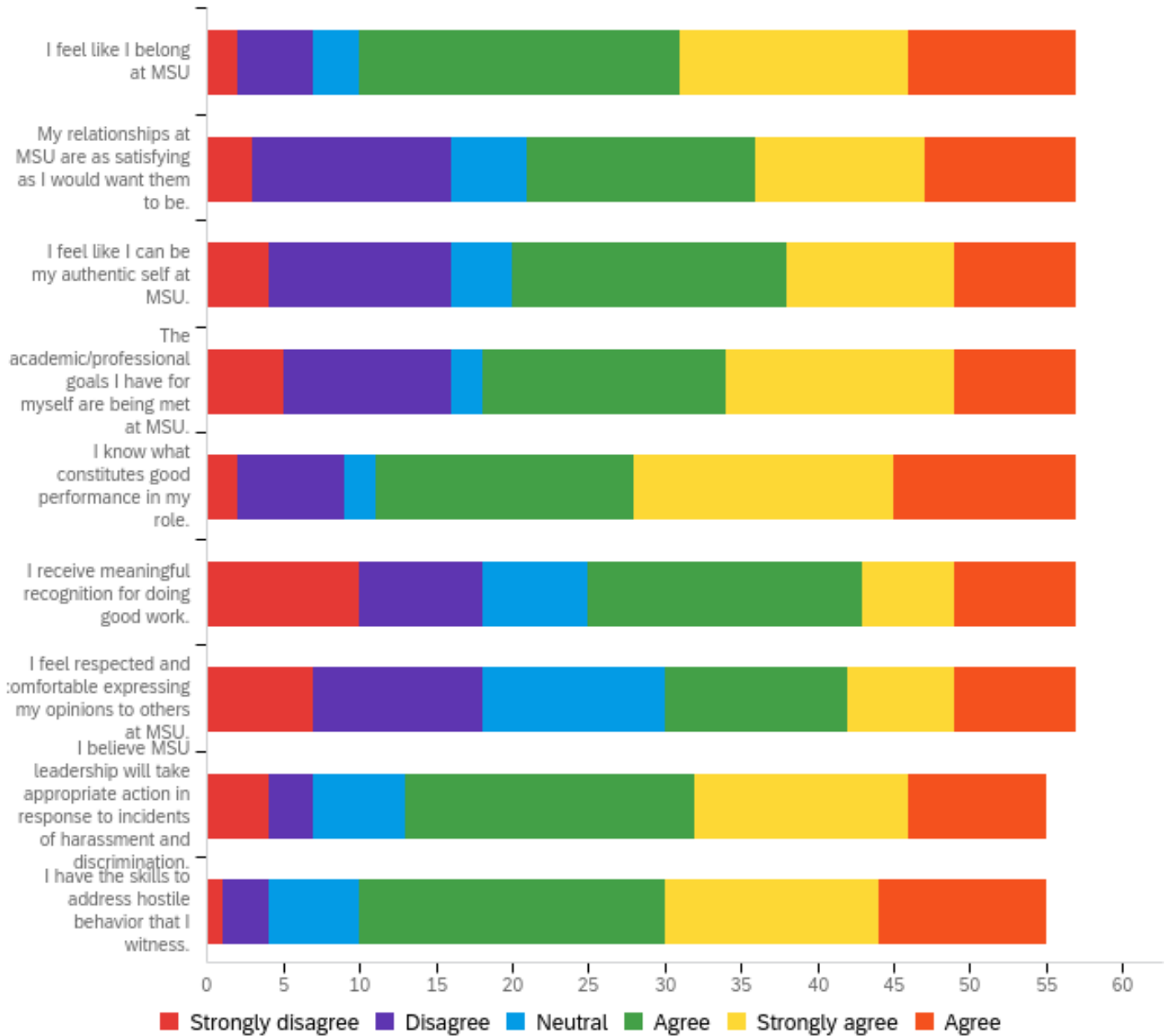
Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Report: William H. Darr College of Agriculture
Faculty Morale Survey 2020

Q2 - How strongly do you agree/disagree with the following overall statements about the university?
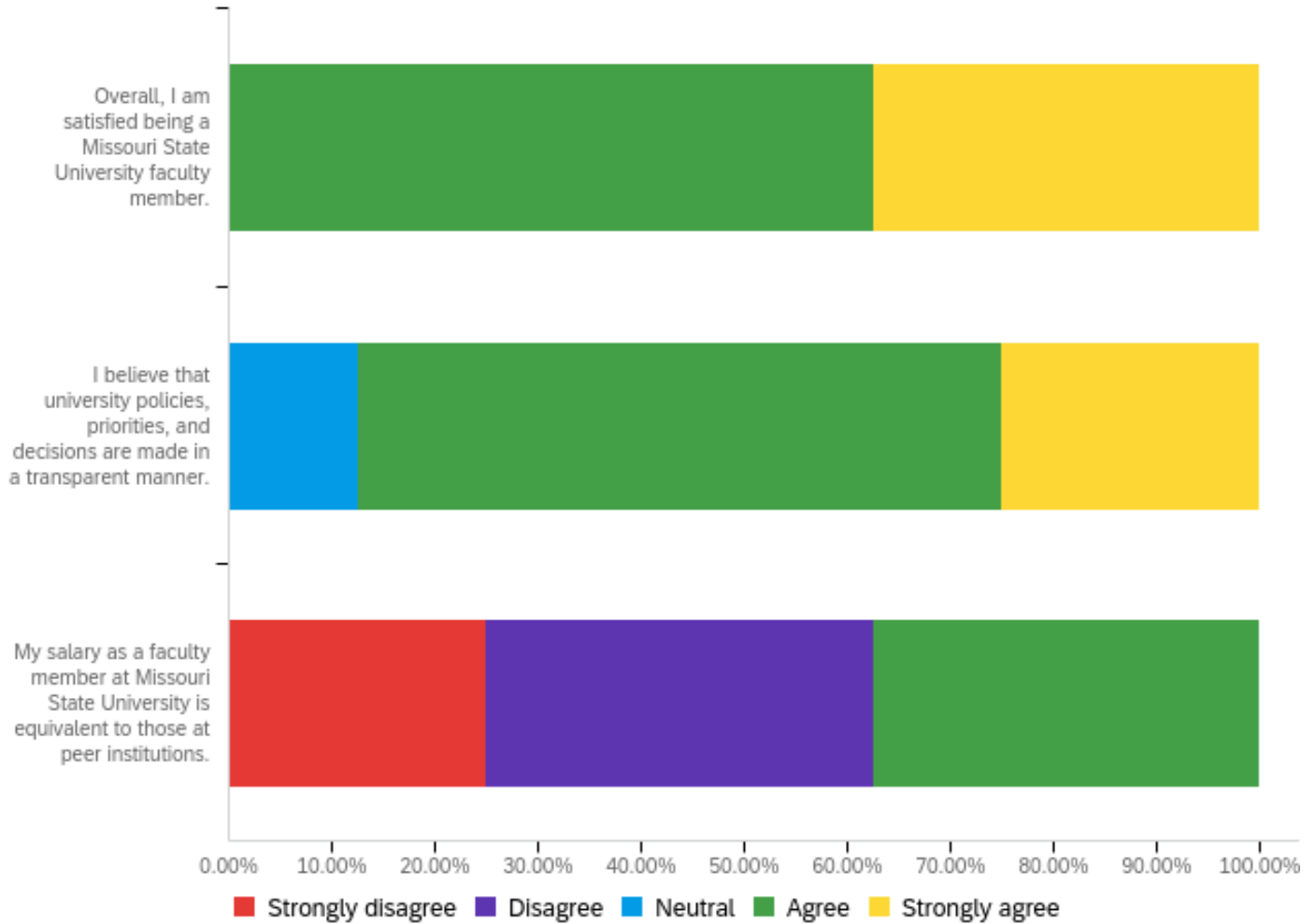
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied being a Missouri State University faculty member.	4.00	5.00	4.38	0.48	0.23	8
2	I believe that university policies, priorities, and decisions are made in a transparent manner.	3.00	5.00	4.13	0.60	0.36	8
3	My salary as a faculty member at Missouri State University is equivalent to those at peer institutions.	1.00	4.00	2.50	1.22	1.50	8

Q4 - How much do you think the university spends on the following?
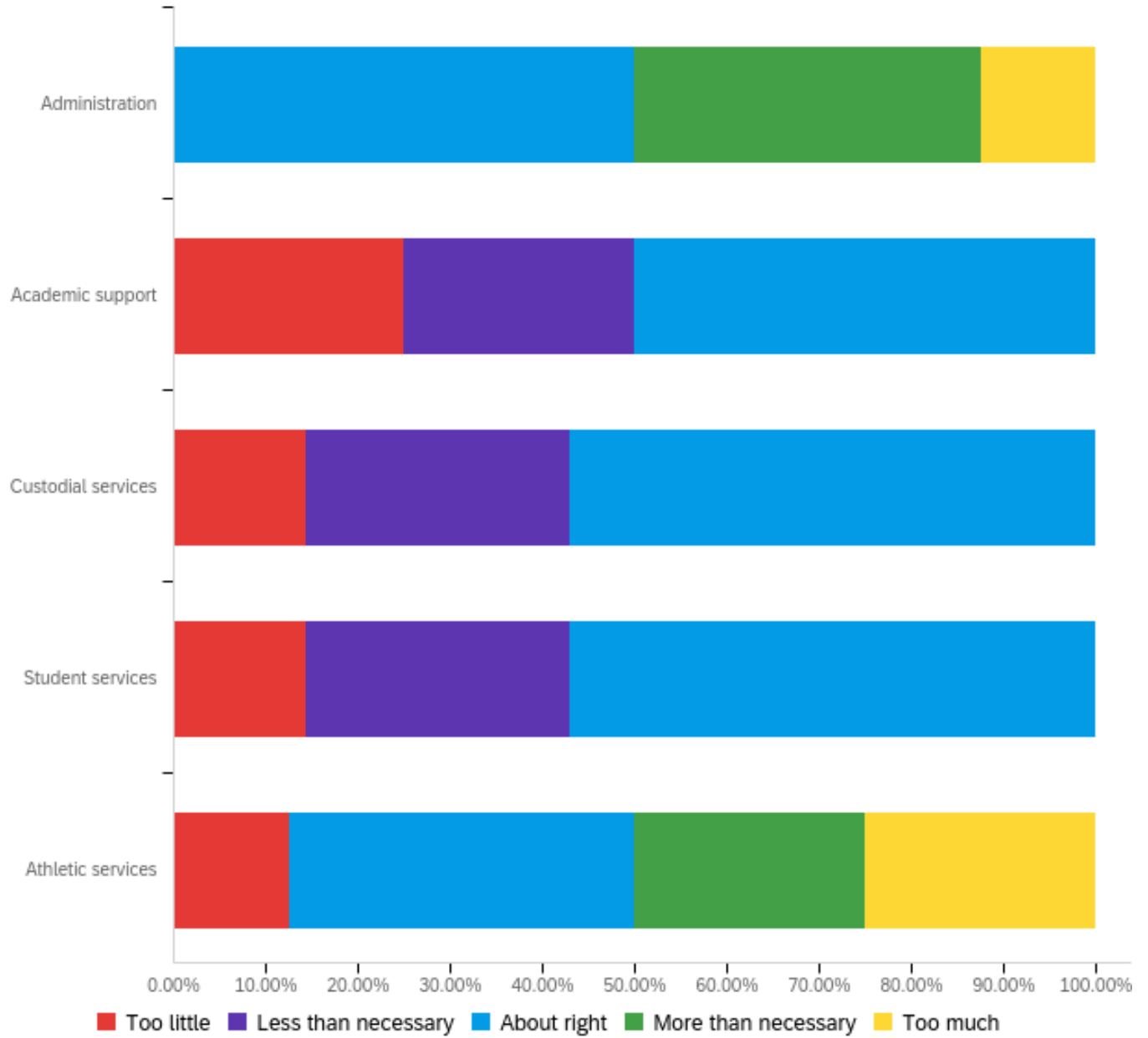
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administration	3.00	5.00	3.63	0.70	0.48	8
2	Academic support	1.00	3.00	2.25	0.83	0.69	8
3	Custodial services	1.00	3.00	2.43	0.73	0.53	7
4	Student services	1.00	3.00	2.43	0.73	0.53	7
5	Athletic services	1.00	5.00	3.50	1.22	1.50	8

Q6 - How satisfied are you with the following university facilities and support services?
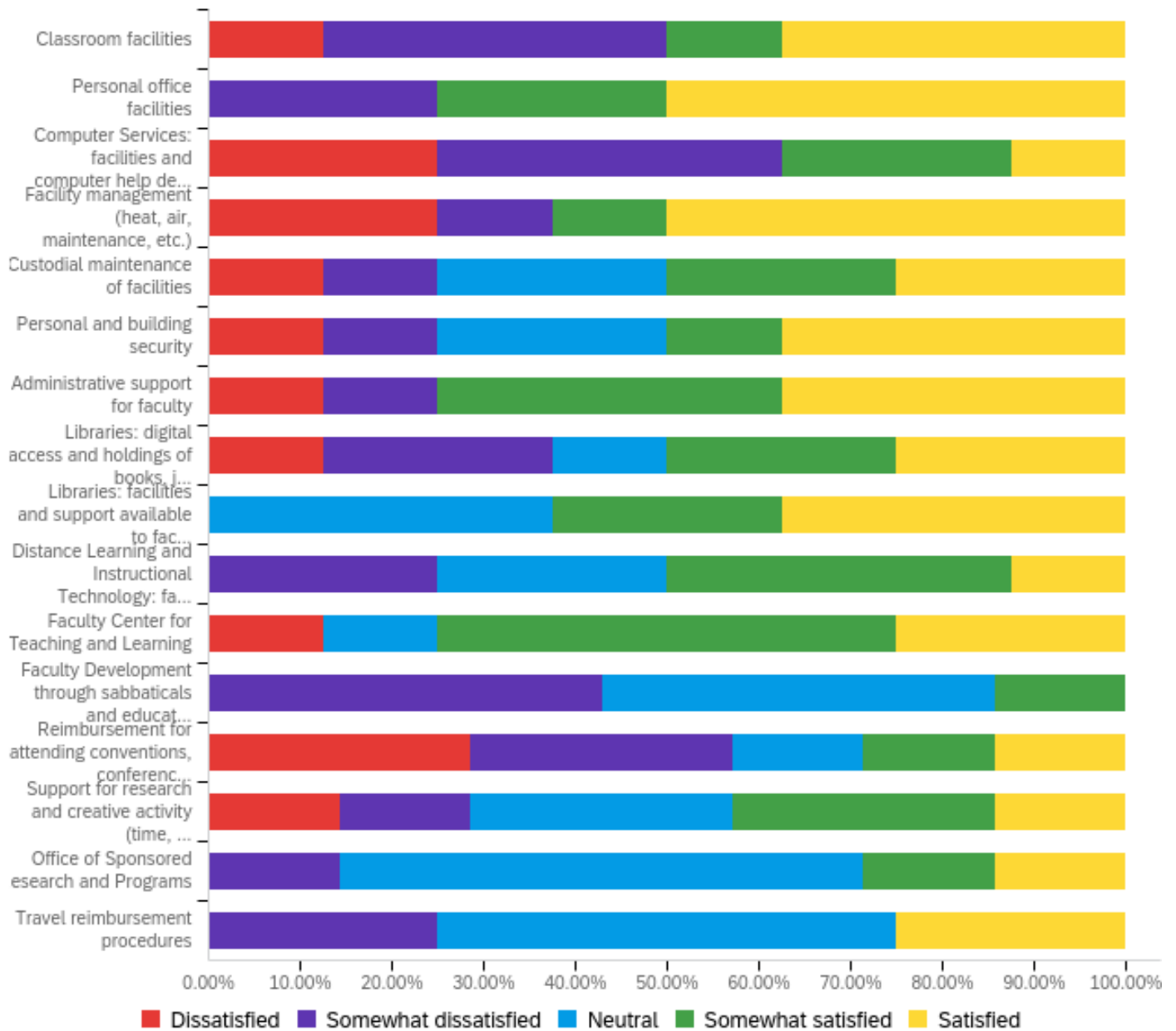
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classroom facilities	1.00	5.00	3.25	1.56	2.44	8
2	Personal office facilities	2.00	5.00	4.00	1.22	1.50	8
3	Computer Services: facilities and computer help desk support available to faculty	1.00	5.00	2.63	1.41	1.98	8
4	Facility management (heat, air, maintenance, etc.)	1.00	5.00	3.50	1.73	3.00	8
5	Custodial maintenance of facilities	1.00	5.00	3.38	1.32	1.73	8

6	Personal and building security	1.00	5.00	3.50	1.41	2.00	8
7	Administrative support for faculty	1.00	5.00	3.75	1.39	1.94	8
8	Libraries: digital access and holdings of books, journals	1.00	5.00	3.25	1.39	1.94	8
9	Libraries: facilities and support available to faculty	3.00	5.00	4.00	0.87	0.75	8
10	Distance Learning and Instructional Technology: facilities and support available to faculty	2.00	5.00	3.38	0.99	0.98	8
11	Faculty Center for Teaching and Learning	1.00	5.00	3.75	1.20	1.44	8
12	Faculty Development through sabbaticals and educational leaves	2.00	4.00	2.71	0.70	0.49	7
13	Reimbursement for attending conventions, conferences, workshops, etc.	1.00	5.00	2.57	1.40	1.96	7
14	Support for research and creative activity (time, finances, space, etc.)	1.00	5.00	3.14	1.25	1.55	7
15	Office of Sponsored Research and Programs	2.00	5.00	3.29	0.88	0.78	7
16	Travel reimbursement procedures	2.00	5.00	3.25	1.09	1.19	8

Q8 - How satisfied are you with the following statements regarding university's policies and procedures?
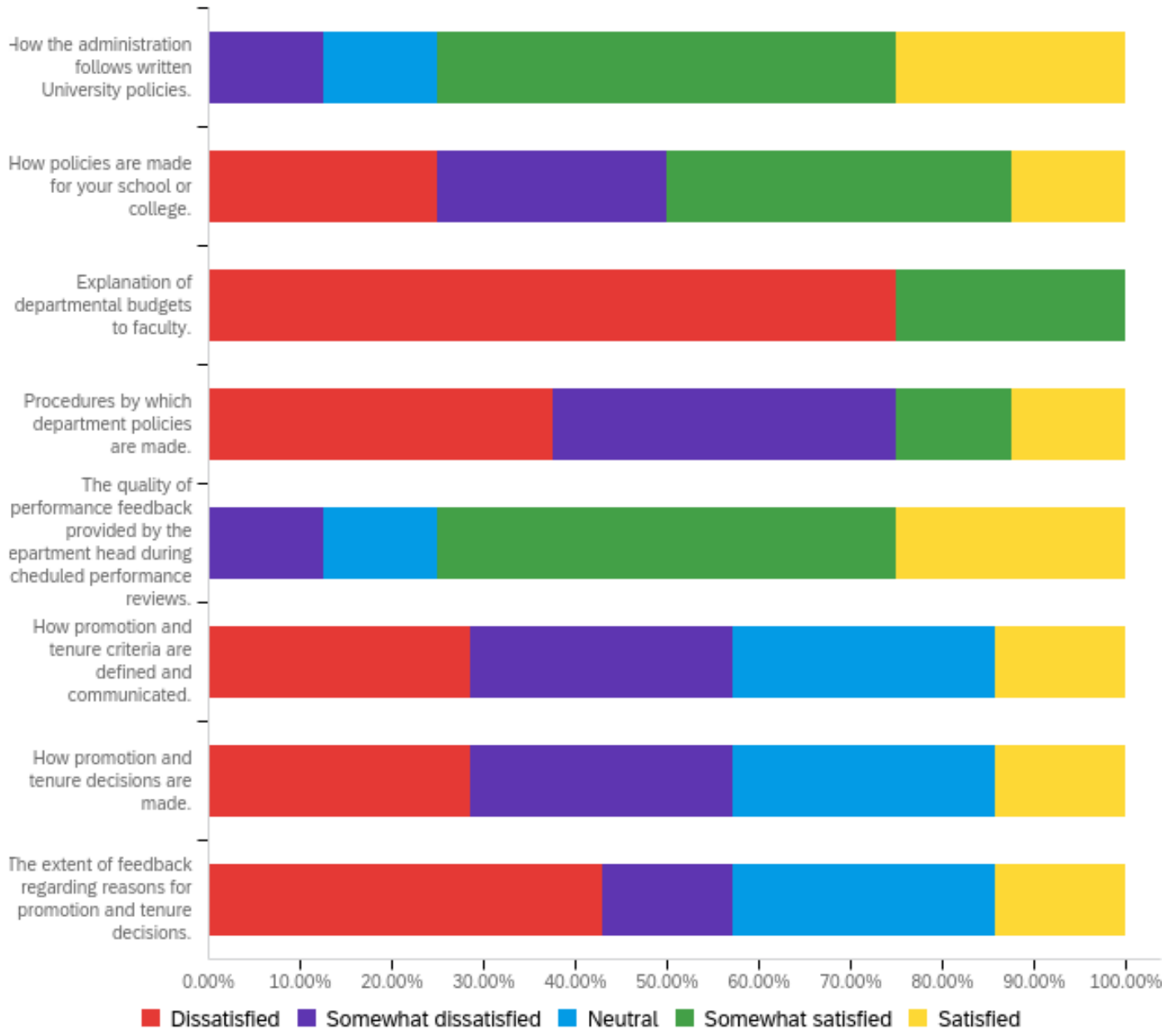
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How the administration follows written University policies.	2.00	5.00	3.88	0.93	0.86	8
2	How policies are made for your school or college.	1.00	5.00	2.88	1.45	2.11	8
3	Explanation of departmental budgets to faculty.	1.00	4.00	1.75	1.30	1.69	8
4	Procedures by which department policies are made.	1.00	5.00	2.25	1.39	1.94	8
5	The quality of performance feedback provided by the department head during scheduled performance reviews.	2.00	5.00	3.88	0.93	0.86	8

6	How promotion and tenure criteria are defined and communicated.	1.00	5.00	2.43	1.29	1.67	7
7	How promotion and tenure decisions are made.	1.00	5.00	2.43	1.29	1.67	7
8	The extent of feedback regarding reasons for promotion and tenure decisions.	1.00	5.00	2.29	1.39	1.92	7

Q10 - How strongly do you agree/disagree with the following statements about workload assignments and compensation?
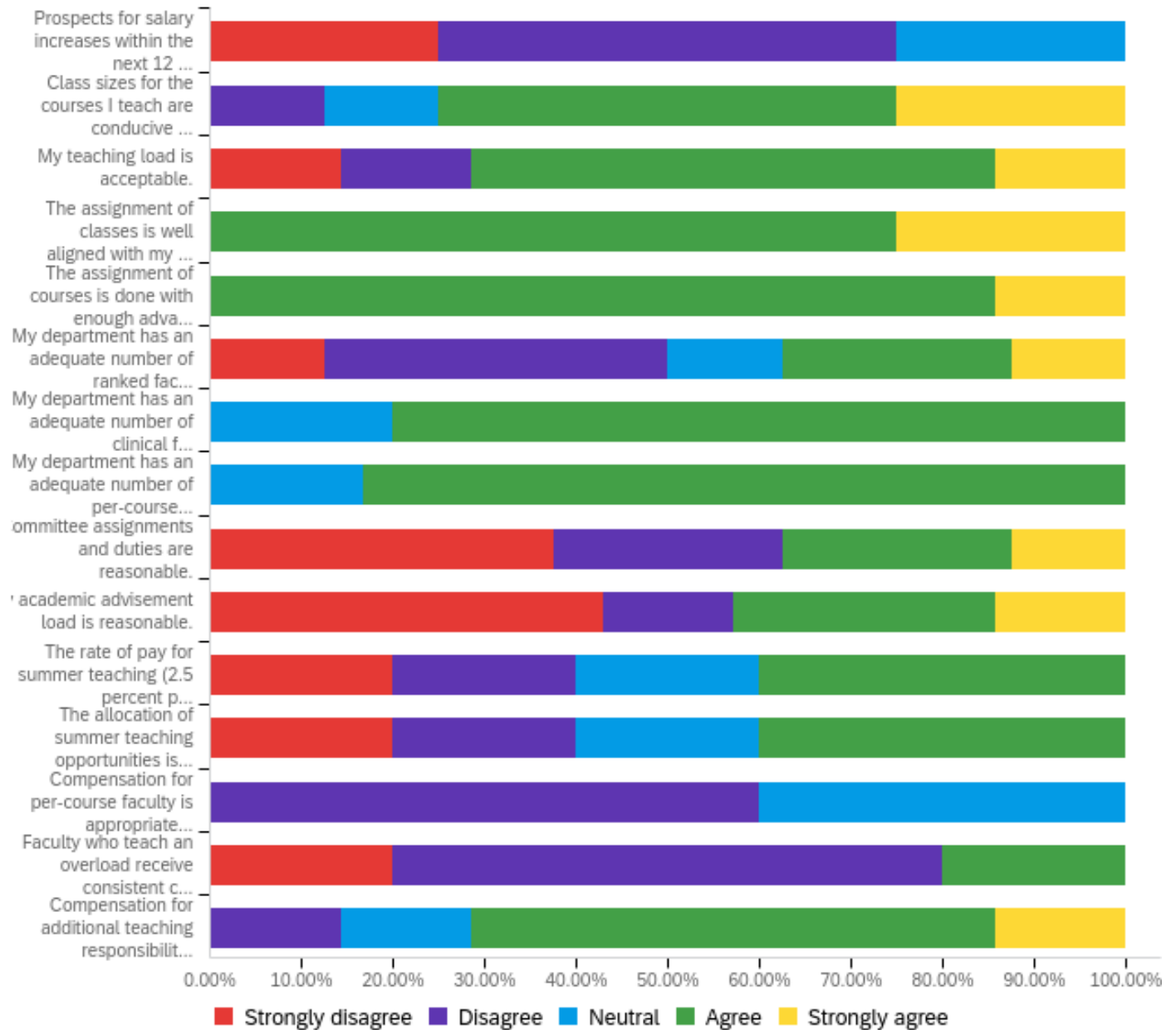
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Prospects for salary increases within the next 12 months look promising.	1.00	3.00	2.00	0.71	0.50	8
2	Class sizes for the courses I teach are conducive to student learning.	2.00	5.00	3.88	0.93	0.86	8
3	My teaching load is acceptable.	1.00	5.00	3.43	1.29	1.67	7
4	The assignment of classes is well aligned with my interests and background.	4.00	5.00	4.25	0.43	0.19	8
5	The assignment of courses is done with enough advance notice to prepare for each course.	4.00	5.00	4.14	0.35	0.12	7

6	My department has an adequate number of ranked faculty.	1.00	5.00	2.88	1.27	1.61	8
7	My department has an adequate number of clinical faculty.	3.00	4.00	3.80	0.40	0.16	5
8	My department has an adequate number of per-course faculty.	3.00	4.00	3.83	0.37	0.14	6
9	Committee assignments and duties are reasonable.	1.00	5.00	2.50	1.50	2.25	8
10	My academic advisement load is reasonable.	1.00	5.00	2.57	1.59	2.53	7
11	The rate of pay for summer teaching (2.5 percent per hour) is adequate.	1.00	4.00	2.80	1.17	1.36	5
12	The allocation of summer teaching opportunities is equitable.	1.00	4.00	2.80	1.17	1.36	5
13	Compensation for per-course faculty is appropriate.	2.00	3.00	2.40	0.49	0.24	5
14	Faculty who teach an overload receive consistent compensation.	1.00	4.00	2.20	0.98	0.96	5
15	Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation.	2.00	5.00	3.71	0.88	0.78	7

Q12 - How satisfied are you with the following university benefits?
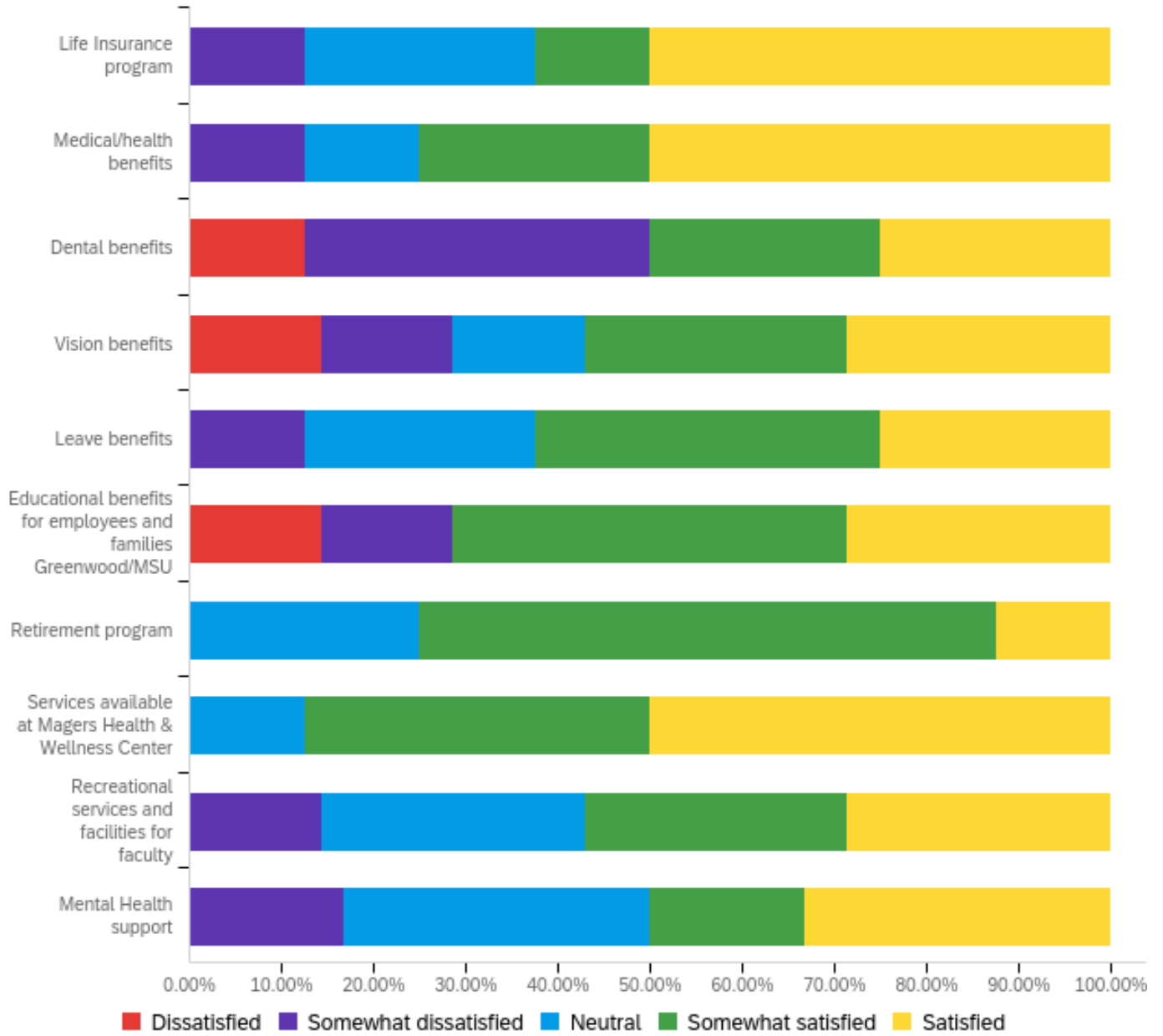
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Life Insurance program	2.00	5.00	4.00	1.12	1.25	8
2	Medical/health benefits	2.00	5.00	4.13	1.05	1.11	8
3	Dental benefits	1.00	5.00	3.13	1.45	2.11	8
4	Vision benefits	1.00	5.00	3.43	1.40	1.96	7
5	Leave benefits	2.00	5.00	3.75	0.97	0.94	8
6	Educational benefits for employees and families Greenwood/MSU	1.00	5.00	3.57	1.40	1.96	7

7	Retirement program	3.00	5.00	3.88	0.60	0.36	8
8	Services available at Magers Health & Wellness Center	3.00	5.00	4.38	0.70	0.48	8
9	Recreational services and facilities for faculty	2.00	5.00	3.71	1.03	1.06	7
10	Mental Health support	2.00	5.00	3.67	1.11	1.22	6

Q14 - How satisfied are you with the following aspects related to Covid-19?
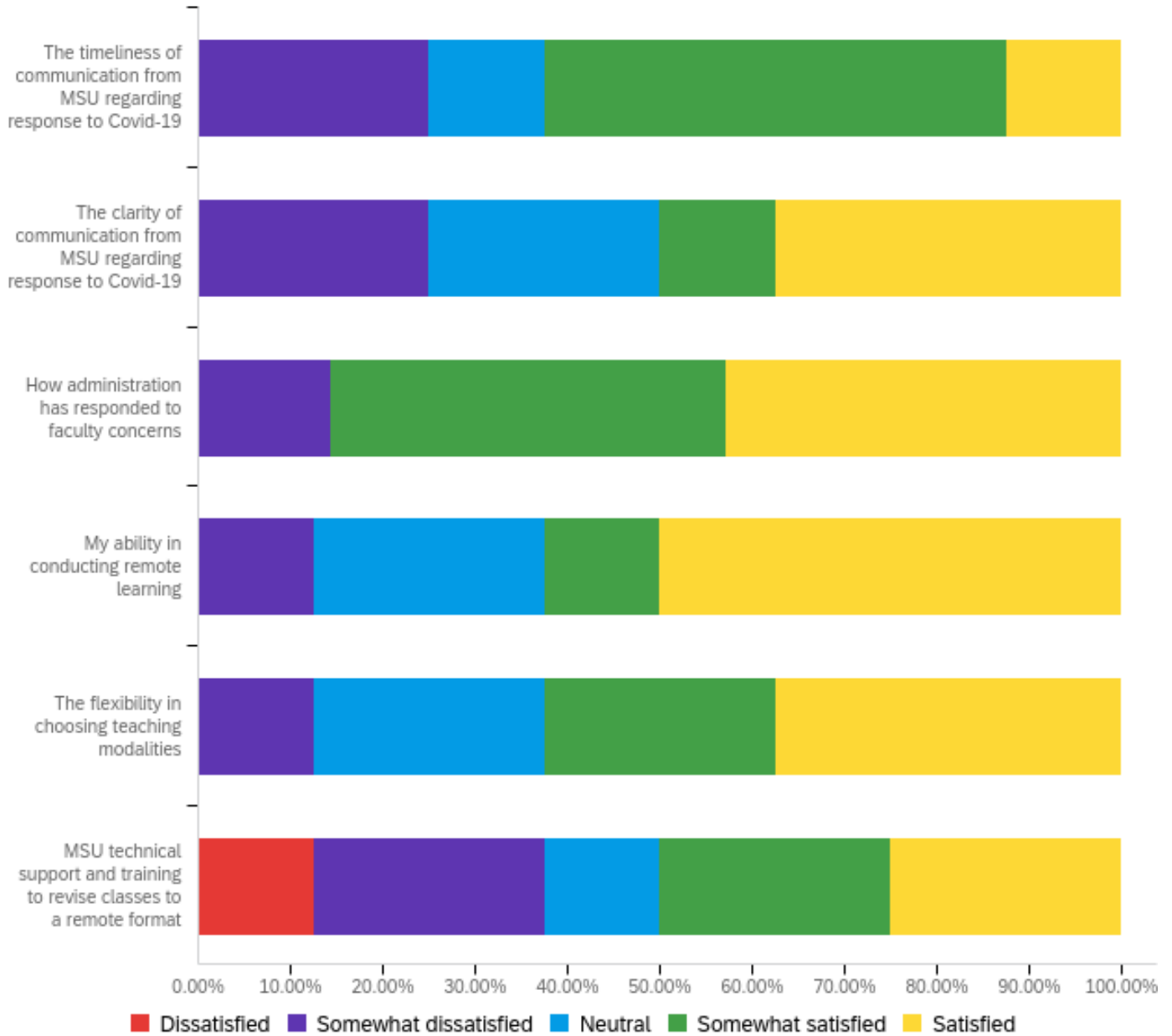
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The timeliness of communication from MSU regarding response to Covid-19	2.00	5.00	3.50	1.00	1.00	8
2	The clarity of communication from MSU regarding response to Covid-19	2.00	5.00	3.63	1.22	1.48	8
3	How administration has responded to faculty concerns	2.00	5.00	4.14	0.99	0.98	7
4	My ability in conducting remote learning	2.00	5.00	4.00	1.12	1.25	8
5	The flexibility in choosing teaching modalities	2.00	5.00	3.88	1.05	1.11	8
6	MSU technical support and training to revise classes to a remote format	1.00	5.00	3.25	1.39	1.94	8

Q15 - How often do you worry about the following:
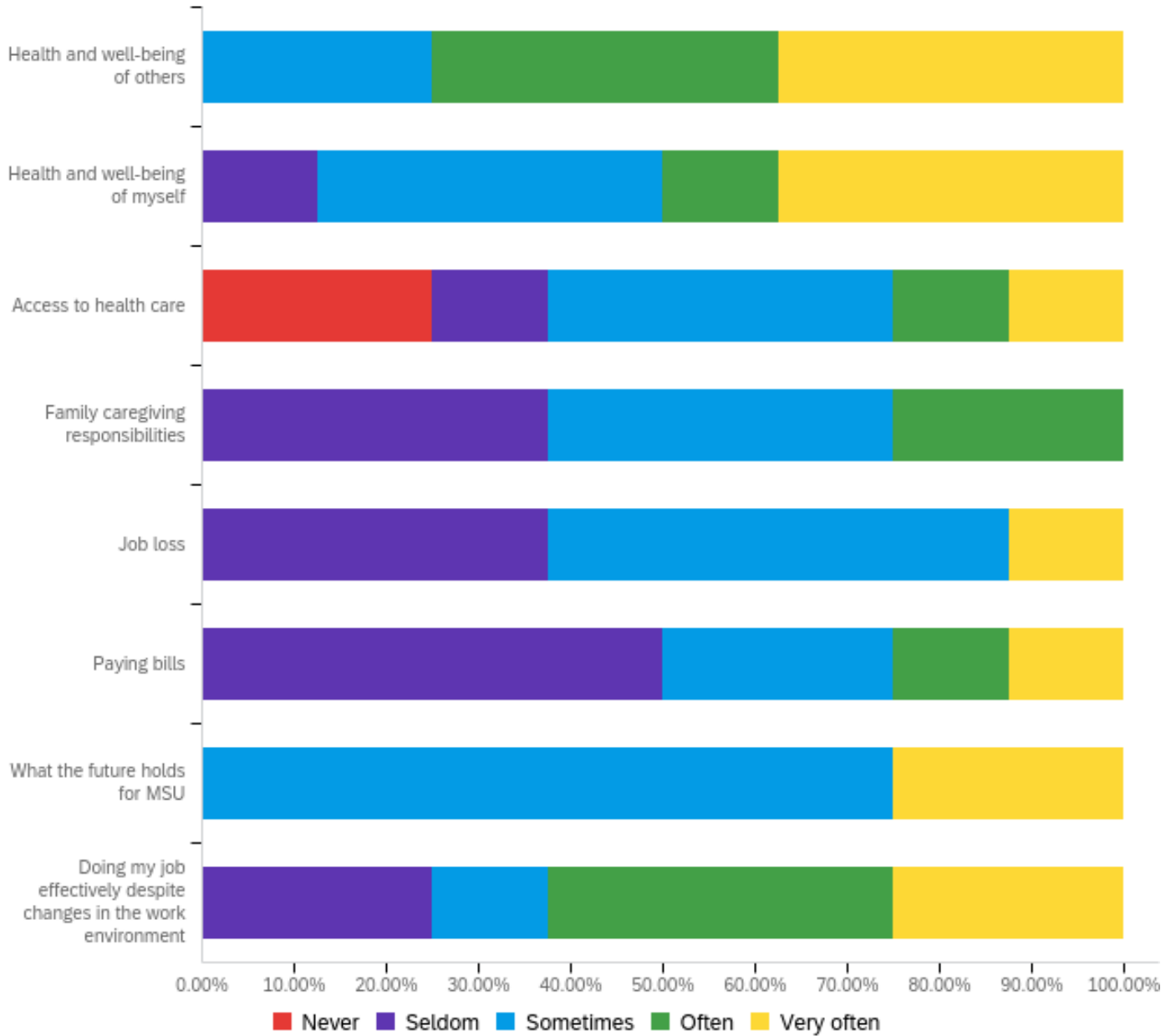
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Health and well-being of others	4.00	6.00	5.13	0.78	0.61	8
2	Health and well-being of myself	3.00	6.00	4.75	1.09	1.19	8
3	Access to health care	1.00	6.00	3.50	1.66	2.75	8
4	Family caregiving responsibilities	3.00	5.00	3.88	0.78	0.61	8
5	Job loss	3.00	6.00	3.88	0.93	0.86	8
6	Paying bills	3.00	6.00	3.88	1.05	1.11	8

7	What the future holds for MSU	4.00	6.00	4.50	0.87	0.75	8
8	Doing my job effectively despite changes in the work environment	3.00	6.00	4.63	1.11	1.23	8

Q16 - To what extent have you incurred in additional expenses to revise classes to a remote format?

Q17 - Did you ask for reimbursement?

100.00%
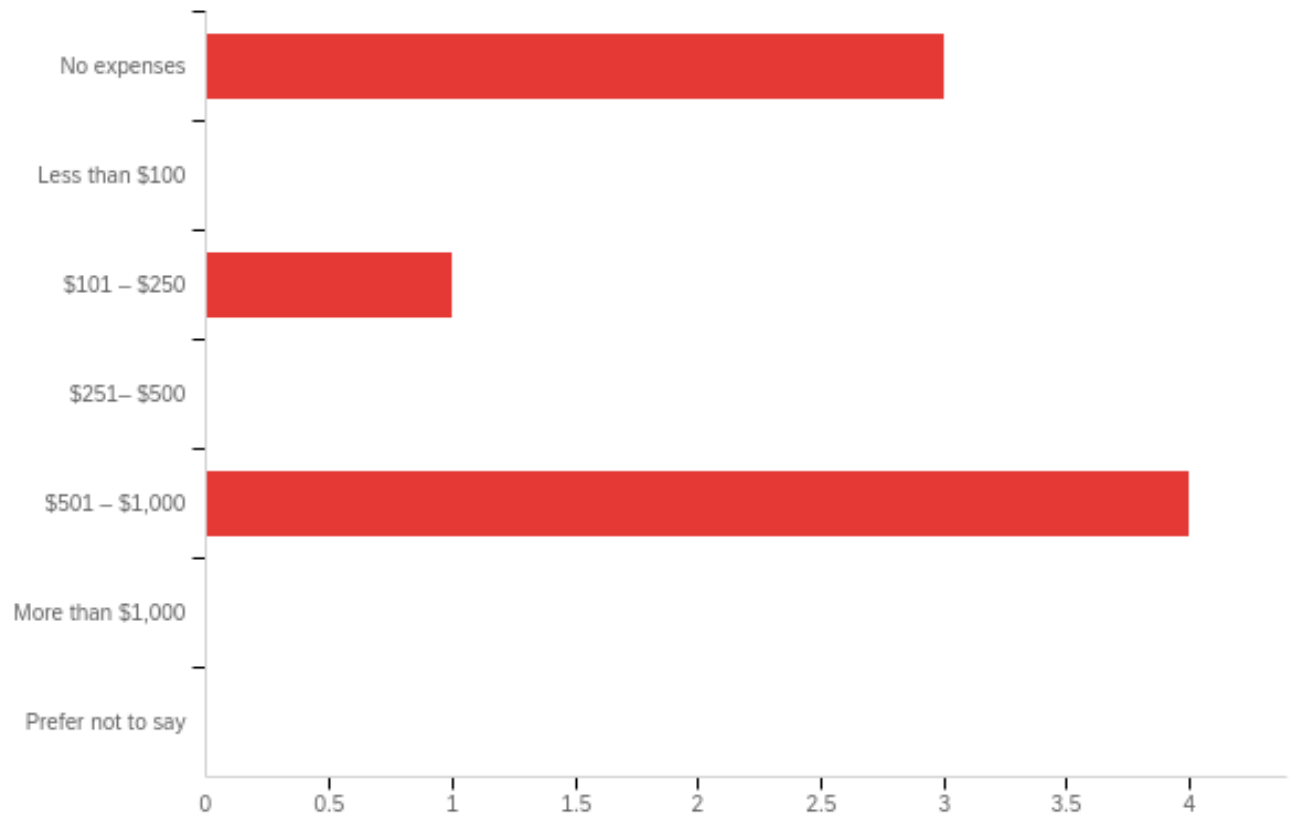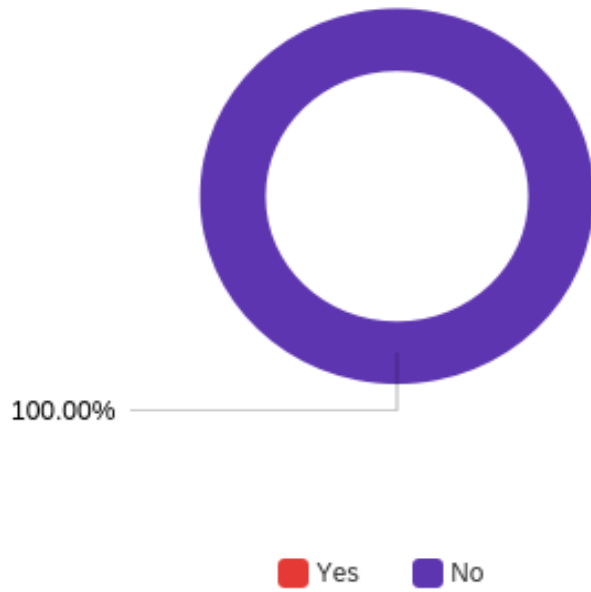
Yes No

Q18 - Were you reimbursed?

NO DATA

■ Yes   ■ No   ■ Prefer not to say

Q21 - How strongly do you agree/disagree with the following statements about inclusion and belonging? NOTE: We made a mistake and included two options for 'Agree.' The two options were included in this chart.

Appendix B
Instrument 2019-2020

Faculty Morale Survey 2020

Q1
Faculty Morale Survey 2020

Q2 How strongly do you agree/disagree with the following **overall statements** about the university?

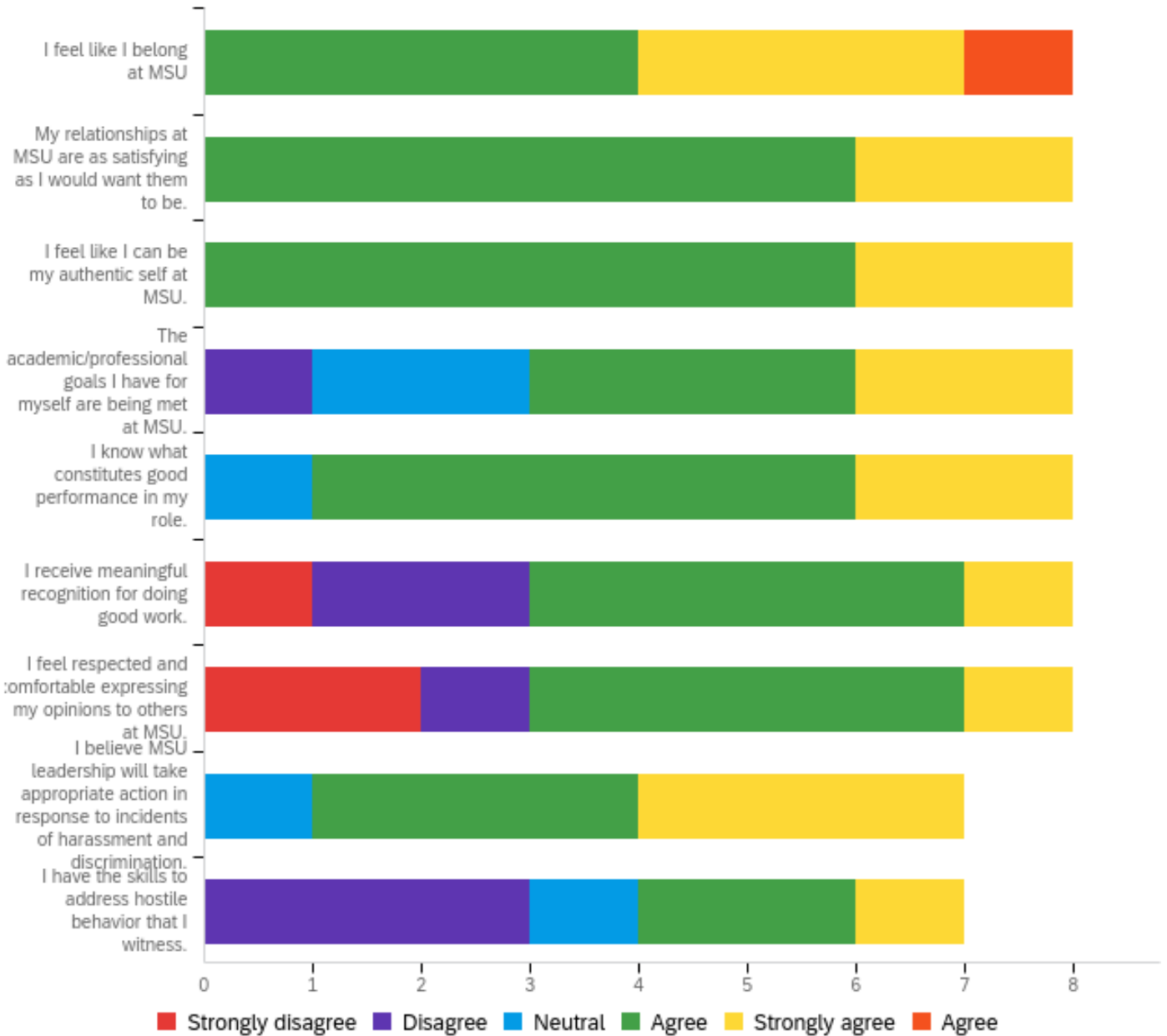|	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)	No basis to rate (6)
Overall, I am satisfied being a Missouri State University faculty member. (1)	○	○	○	○	○	○
I believe that university policies, priorities, and decisions are made in a transparent manner. (2)	○	○	○	○	○	○
My salary as a faculty member at Missouri State University is equivalent to those at peer institutions. (3)	○	○	○	○	○	○

Q3 Optional: Please add any comments you have about this section.

_____

Q4 How much do you think the university **spends** on the following?

	Too little (1)	Less than necessary (2)	About right (3)	More than necessary (4)	Too much (5)	No basis to rate (6)
Administration (1)	○	○	○	○	○	○
Academic support (2)	○	○	○	○	○	○
Custodial services (3)	○	○	○	○	○	○
Student services (4)	○	○	○	○	○	○
Athletic services (5)	○	○	○	○	○	○

Q5 Optional: Please add any comments you have about this section.

_____

Q6 How satisfied are you with the following university **facilities and support services**?

	Dissatisfied (1)	Somewhat dissatisfied (2)	Neutral (3)	Somewhat satisfied (4)	Satisfied (5)	No basis to rate (6)
Classroom facilities (1)	○	○	○	○	○	○
Personal office facilities (2)	○	○	○	○	○	○
Computer Services: facilities and computer help desk support available to faculty (3)	○	○	○	○	○	○
Facility management (heat, air, maintenance, etc.) (4)	○	○	○	○	○	○
Custodial maintenance of facilities (5)	○	○	○	○	○	○
Personal and building security (6)	○	○	○	○	○	○
Administrative support for faculty (7)	○	○	○	○	○	○
Libraries: digital access and holdings of books, journals (8)	○	○	○	○	○	○
Libraries: facilities and support available to faculty (9)	○	○	○	○	○	○
Distance Learning and Instructional Technology: facilities and support available to	○	○	○	○	○	○

faculty (10)						
Faculty Center for Teaching and Learning (11)	○	○	○	○	○	○
Faculty Development through sabbaticals and educational leaves (12)	○	○	○	○	○	○
Reimbursement for attending conventions, conferences, workshops, etc. (13)	○	○	○	○	○	○
Support for research and creative activity (time, finances, space, etc.) (14)	○	○	○	○	○	○
Office of Sponsored Research and Programs (15)	○	○	○	○	○	○
Travel reimbursement procedures (16)	○	○	○	○	○	○

Q7 Optional: Please add any comments you have about this section.

_____

Q8 How satisfied are you with the following statements regarding university's **policies and procedures**?

	Dissatisfied (1)	Somewhat dissatisfied (2)	Neutral (3)	Somewhat satisfied (4)	Satisfied (5)	No basis to rate (6)
How the administration follows written University policies. (1)	○	○	○	○	○	○
How policies are made for your school or college. (2)	○	○	○	○	○	○
Explanation of departmental budgets to faculty. (3)	○	○	○	○	○	○
Procedures by which department policies are made. (4)	○	○	○	○	○	○
The quality of performance feedback provided by the department head during scheduled performance reviews. (5)	○	○	○	○	○	○
How promotion and tenure criteria are defined and communicated. (6)	○	○	○	○	○	○
How promotion and tenure decisions are made. (7)	○	○	○	○	○	○
The extent of feedback regarding reasons for promotion and tenure decisions. (8)	○	○	○	○	○	○

Q9 Optional: Please add any comments you have about this section.

_____

Q10 How strongly do you agree/disagree with the following statements about **workload assignments and compensation**?

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)	No basis to rate (6)
Prospects for salary increases within the next 12 months look promising. (1)	○	○	○	○	○	○
Class sizes for the courses I teach are conducive to student learning. (2)	○	○	○	○	○	○
My teaching load is acceptable. (3)	○	○	○	○	○	○
The assignment of classes is well aligned with my interests and background. (4)	○	○	○	○	○	○
The assignment of courses is done with enough advance notice to prepare for each course. (5)	○	○	○	○	○	○
My department has an adequate number of ranked faculty. (6)	○	○	○	○	○	○
My department has an adequate number of clinical faculty. (7)	○	○	○	○	○	○

My department has an adequate number of per-course faculty. (8)

○   ○   ○   ○   ○   ○

Committee assignments and duties are reasonable. (9)

○   ○   ○   ○   ○   ○

My academic advisement load is reasonable. (10)

○   ○   ○   ○   ○   ○

The rate of pay for summer teaching (2.5 percent per hour) is adequate. (11)

○   ○   ○   ○   ○   ○

The allocation of summer teaching opportunities is equitable. (12)

○   ○   ○   ○   ○   ○

Compensation for per-course faculty is appropriate. (13)

○   ○   ○   ○   ○   ○

Faculty who teach an overload receive consistent compensation. (14)

○   ○   ○   ○   ○   ○

Compensation for additional teaching responsibilities (e.g., GEP, Honors College) encourages participation. (15)

○   ○   ○   ○   ○   ○

Q11 Optional: Please add any comments you have about this section.

_____

Q12 How satisfied are you with the following university **benefits**?

	Dissatisfied (1)	Somewhat dissatisfied (2)	Neutral (3)	Somewhat satisfied (4)	Satisfied (5)	No basis to rate (6)
Life Insurance program (1)	○	○	○	○	○	○
Medical/health benefits (2)	○	○	○	○	○	○
Dental benefits (3)	○	○	○	○	○	○
Vision benefits (4)	○	○	○	○	○	○
Leave benefits (5)	○	○	○	○	○	○
Educational benefits for employees and families Greenwood/MSU (6)	○	○	○	○	○	○
Retirement program (7)	○	○	○	○	○	○
Services available at Magers Health & Wellness Center (8)	○	○	○	○	○	○
Recreational services and facilities for faculty (9)	○	○	○	○	○	○
Mental Health support (10)	○	○	○	○	○	○

Q13 Optional: Please add any comments you have about this section.

_____

Q14 How satisfied are you with the following aspects related to **Covid-19**?

	Dissatisfied (1)	Somewhat dissatisfied (2)	Neutral (3)	Somewhat satisfied (4)	Satisfied (5)	No basis to rate (6)
The timeliness of communication from MSU regarding response to Covid-19 (1)	○	○	○	○	○	○
The clarity of communication from MSU regarding response to Covid-19 (2)	○	○	○	○	○	○
How administration has responded to faculty concerns (3)	○	○	○	○	○	○
My ability in conducting remote learning (4)	○	○	○	○	○	○
The flexibility in choosing teaching modalities (5)	○	○	○	○	○	○
MSU technical support and training to revise classes to a remote format (6)	○	○	○	○	○	○

Q15 How often do you worry about the following:

	Never (1)	Seldom (3)	Sometimes (4)	Often (5)	Very often (6)
Health and well-being of others (1)	○	○	○	○	○
Health and well-being of myself (2)	○	○	○	○	○
Access to health care (3)	○	○	○	○	○
Family caregiving responsibilities (4)	○	○	○	○	○
Job loss (5)	○	○	○	○	○
Paying bills (6)	○	○	○	○	○
What the future holds for MSU (7)	○	○	○	○	○
Doing my job effectively despite changes in the work environment (8)	○	○	○	○	○

Q16 To what extent have you incurred in additional expenses to revise classes to a remote format?

○ No expenses (1)

○ Less than $100 (2)

○ $101 – $250 (3)

○ $251– $500 (4)

○ $501 – $1,000 (5)

○ More than $1,000 (6)

○ Prefer not to say (7)

Display This Question:

If To what extent have you incurred in additional expenses to revise classes to a remote format? != No expenses

Q17 Did you ask for reimbursement?

○ Yes (1)

○ No (2)

○ Prefer not to say (3)

Display This Question:

If Did you ask for reimbursement? = Yes

Q18 Were you reimbursed?

○ Yes (1)

○ No (2)

○ Prefer not to say (3)

Q19 What pedagogical and technological training you would like to see offered?

_____

Q20 Optional: Please add any comments you have about this section.

_____

Q21 How strongly do you agree/disagree with the following statements about **inclusion and belonging**?

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)	Agree (6)	No basis to rate (7)
I feel like I belong at MSU (1)	○	○	○	○	○	○	○
My relationships at MSU are as satisfying as I would want them to be. (2)	○	○	○	○	○	○	○
I feel like I can be my authentic self at MSU. (3)	○	○	○	○	○	○	○
The academic/professional goals I have for myself are being met at MSU. (4)	○	○	○	○	○	○	○
I know what constitutes good performance in my role. (5)	○	○	○	○	○	○	○
I receive meaningful recognition for doing good work. (6)	○	○	○	○	○	○	○
I feel respected and comfortable expressing my opinions to others at MSU. (7)	○	○	○	○	○	○	○
I believe MSU leadership will take appropriate action in response to incidents of harassment and discrimination. (8)	○	○	○	○	○	○	○
I have the skills to address hostile behavior that I witness. (9)	○	○	○	○	○	○	○

Q22 Optional: Please add any comments you have about this section.

_____

Q23 The following demographic questions are **entirely voluntary and optional**. These data are only used to better analyze results; you may choose not to answer them.

Q24 What is your faculty status?

○ Tenured (1)

○ Tenure-track (2)

○ Clinical Faculty (3)

○ Instructor (4)

○ Other (5)

Q25 Please choose your College or School below.

○ College of Business (1)

○ College of Education (2)

○ College of Humanities and Public Affairs (3)

○ College of Natural and Applied Sciences (4)

○ Judith Enyeart Reynolds College of Arts and Letters (5)

○ McQueary College of Health and Human Services (6)

○ William H. Darr College of Agriculture (7)

○ Graduate College (8)

○ Library Services (9)

Q26 Please indicate your gender identification. Check all that apply.

☐ Female (1)

☐ Male (2)

☐ Transgender (3)

☐ Non-binary (4)

☐ Other (5) _____

Q27 Are you Spanish, Hispanic, or Latino or none of these?

◯ Yes (1)

◯ None of these (2)

Q28 Choose one or more races that you consider yourself to be:

☐ White (1)

☐ Black or African American (2)

☐ American Indian or Alaska Native (3)

☐ Asian (4)

☐ Native Hawaiian or Pacific Islander (5)

☐ Other (6) _____

End of Block: Default Question Block