

How strongly do you agree/disagree with the following statements regarding the direction by which the University is moving?

| | | 2012 | | | 2010 | | | 2008 | | |
|---|---|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 1 | University priorities are where they need to be | 275 | 3.37 | 1.22 | 397 | 2.82 | 1.02 | 414 | 3.36 | 0.10 |
| 2 | Missouri State University faculty are of high quality | 274 | 4.2 | 0.89 | 401 | 3.86 | 0.77 | 421 | 3.95 | 0.69 |
| 3 | Missouri State University faculty are congenial | 277 | 4.09 | 0.96 | 405 | 3.87 | 0.93 | 420 | 3.97 | 0.92 |
| 4 | Overall, I am satisfied being a Missouri State University faculty member. | 278 | 3.93 | 1.18 | 404 | 3.52 | 1.00 | 419 | 3.74 | 0.90 |
| 5 | The extent to which Equal Opportunity policies are observed in hiring of faculty and staff is adequate | 242 | 3.97 | 1.21 | 362 | 3.38 | 0.93 | 380 | 3.53 | 0.92 |
| 6 | The extent to which the Equal Opportunity policies are observed in hiring administrative personnel is appropriate | 221 | 3.77 | 1.22 | 356 | 3.15 | 0.99 | 367 | 3.38 | 0.98 |

How satisfied are you with the following University facilities and programs?

| | | 2012 | | | 2010 | | | 2008 | | |
|----|--|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 7 | Classroom facilities | 277 | 3.58 | 1.24 | 408 | 3.25 | 1.15 | 421 | 3.19 | 1.21 |
| 8 | Personal office facilities | 277 | 3.81 | 1.26 | 406 | 3.43 | 1.25 | 420 | 3.36 | 1.25 |
| 9 | Computer Services: facilities and computer help desk support available to faculty | 275 | 4.19 | 1.02 | 405 | 3.86 | 0.90 | 420 | 3.93 | 0.85 |
| 10 | Computer Services: facilities and computer help desk support available for students | 215 | 4.09 | 1.03 | 369 | 3.71 | 0.81 | 379 | 3.76 | 0.78 |
| 11 | Physical plant (heat, air, maintenance, renovations, etc.) | 274 | 3.55 | 1.17 | 401 | 3.00 | 1.10 | 418 | 3.05 | 1.12 |
| 12 | Custodial maintenance of facilities | 270 | 3.86 | 1.16 | 401 | 3.17 | 1.15 | 420 | 3.32 | 1.10 |
| 13 | Personal and building security | 268 | 3.82 | 1.15 | 402 | 3.48 | 0.98 | 413 | 3.67 | 0.85 |
| 14 | Libraries: holdings of books, journals, etc. | 262 | 3.82 | 1.14 | 395 | 3.58 | 0.99 | 413 | 3.39 | 1.04 |
| 15 | Libraries: facilities and support available to faculty | 259 | 4.20 | 1.02 | 394 | 3.89 | 0.87 | 404 | 3.78 | 0.89 |
| 16 | Libraries: facilities and support available for students | 218 | 4.12 | 1.02 | 379 | 3.81 | 0.83 | 388 | 3.73 | 0.83 |
| 17 | Educational Technology Center: facilities and support available to faculty. | 227 | 4.06 | 1.06 | 377 | 3.75 | 0.82 | 394 | 3.70 | 0.84 |
| 18 | Educational Technology Center: facilities and support available to students. | 180 | 4.03 | 0.99 | 349 | 3.62 | 0.79 | 356 | 3.54 | 0.76 |
| 19 | Distance Learning and Instructional Technology: facilities and support available to faculty. | 197 | 3.64 | 1.18 | 352 | 3.41 | 0.84 | 351 | 3.18 | 0.86 |
| 20 | Bear Claw Tutoring Center | 186 | 3.95 | 1.00 | 345 | 3.48 | 0.86 | 363 | 3.45 | 0.89 |
| 21 | Graduate Assistant support for faculty | 230 | 3.32 | 1.28 | 372 | 2.95 | 1.07 | 384 | 3.00 | 1.10 |
| 22 | Faculty Center for Teaching and Learning | 224 | 3.62 | 1.25 | 363 | 3.35 | 0.98 | | | |
| 23 | Faculty Development through sabbaticals and educational leaves | 209 | 3.27 | 1.26 | 354 | 3.10 | 0.95 | 375 | 3.23 | 0.94 |
| 24 | Reimbursement for attending conventions, conferences, workshops, etc. | 270 | 2.97 | 1.39 | 398 | 2.65 | 1.23 | 404 | 2.88 | 1.22 |
| 25 | Availability of research opportunities | 258 | 3.41 | 1.19 | 378 | 3.11 | 1.02 | 387 | 3.28 | 0.99 |
| 26 | Support for research and creative activity (time, finances, space, etc.) | 259 | 2.96 | 1.34 | 382 | 2.69 | 1.09 | 390 | 2.73 | 1.06 |
| 27 | Office of Sponsored Research and Programs | 277 | 4.22 | 1.55 | 358 | 3.12 | 0.84 | 372 | 3.11 | 0.86 |
| 28 | General quality of student advisement | 247 | 3.97 | 1.01 | 390 | 3.64 | 0.87 | 400 | 3.64 | 0.87 |
| 29 | Efforts are made to attract diverse students to our programs | 241 | 3.85 | 1.04 | 373 | 3.28 | 0.95 | 390 | 3.41 | 0.90 |
| 30 | Clerical support for faculty | 266 | 3.77 | 1.26 | 397 | 3.63 | 1.06 | 410 | 3.59 | 1.14 |

How satisfied are you with University policies?

| | | 2012 | | | 2010 | | | 2008 | | |
|----|--|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 31 | Procedures by which general University policies and priorities are made | 256 | 3.34 | 1.13 | 388 | 2.73 | 1.00 | 399 | 2.96 | 1.01 |
| 32 | Degree to which the administration follows written University policies (e.g., Faculty Handbook) | 247 | 3.41 | 1.18 | 378 | 2.67 | 1.09 | 400 | 2.98 | 1.02 |
| 33 | Procedures by which policies are made for your school or college | 257 | 3.40 | 1.19 | 377 | 3.11 | 1.06 | 398 | 3.15 | 0.98 |
| 34 | The way discretionary monies are used to reward merit/equity | 246 | 2.56 | 1.33 | 376 | 2.25 | 1.08 | 401 | 2.74 | 1.17 |
| 35 | Procedures by which department policies are made | 268 | 3.72 | 1.23 | 387 | 3.43 | 1.06 | 411 | 3.51 | 1.10 |
| 36 | The quality of the criteria used to make merit/equity decisions in your department | 248 | 3.38 | 1.32 | 379 | 3.15 | 1.16 | 403 | 3.27 | 1.20 |
| 37 | The quality of performance feedback provided by the department head during scheduled performance reviews | 259 | 3.80 | 1.22 | 382 | 3.56 | 1.05 | 401 | 3.45 | 1.12 |
| 38 | Extent to which promotion and tenure criteria are defined and made known | 263 | 3.98 | 1.11 | 385 | 3.66 | 0.93 | 409 | 3.62 | 1.08 |
| 39 | Procedures by which promotion and tenure decisions are made | 249 | 3.84 | 1.15 | 378 | 3.48 | 1.04 | 407 | 3.47 | 1.04 |
| 40 | Extent of feedback regarding reasons for promotion and tenure decisions | 227 | 3.80 | 1.18 | 362 | 3.40 | 0.96 | 382 | 3.40 | 1.05 |
| 41 | Abolition of cost of living increases in favor of replacement pay for performance/equity | 252 | 2.25 | 1.30 | 380 | 2.08 | 1.16 | 398 | 2.48 | 1.29 |
| 42 | Level of shared governance | 255 | 3.11 | 1.26 | 385 | 2.46 | 1.12 | 393 | 2.87 | 1.08 |

How strongly do you agree/disagree with the following statements regarding teaching loads and policies?

| | | 2012 | | | 2010 | | | 2008 | | |
|----|--|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 43 | Teaching load (number of classes, class size, student-faculty ratio, etc.) is equitable | 272 | 3.09 | 1.34 | 390 | 2.96 | 1.16 | 412 | 3.04 | 1.14 |
| 44 | Differential teaching loads across campus is reasonable. | 230 | 2.83 | 1.28 | 363 | 2.58 | 1.03 | 388 | 2.52 | 1.06 |
| 45 | Assignment of classes (extent they match your interests and background) seems appropriate. | 275 | 4.23 | 1.06 | 390 | 3.98 | 1.00 | 412 | 4.06 | 0.90 |
| 46 | Use and effect of per-course or unranked faculty in your department is correct | 259 | 3.33 | 1.31 | 375 | 3.37 | 1.07 | 407 | 3.21 | 1.08 |
| 47 | Committee assignments and duties are reasonable | 273 | 3.49 | 1.17 | 388 | 3.23 | 1.01 | 411 | 3.37 | 0.95 |
| 48 | Academic advisement load and duties are reasonable | 254 | 3.54 | 1.16 | 374 | 3.37 | 0.93 | 392 | 3.38 | 1.02 |
| 49 | I feel pressured to inflate grades | 265 | 2.46 | 1.47 | 399 | 2.83 | 1.31 | 414 | 2.72 | 1.30 |
| 50 | I feel pressured to deflate grades | 262 | 1.74 | 0.99 | 381 | 2.00 | 0.98 | 386 | 2.10 | 1.03 |
| 51 | Current nine month salary is appropriate | 263 | 2.38 | 1.30 | 388 | 3.23 | 1.15 | 408 | 2.87 | 1.17 |
| 52 | Future salary prospects look good | 271 | 1.76 | 0.99 | 402 | 1.85 | 0.93 | 411 | 2.53 | 1.07 |
| 53 | Salary differentials that exist across Missouri State University are justified | 255 | 2.01 | 1.21 | 388 | 1.93 | 0.97 | 405 | 2.15 | 1.05 |
| 54 | Procedures by which equity adjustment salary decisions are made are justified | 238 | 2.48 | 1.26 | 377 | 2.35 | 1.03 | 402 | 2.57 | 1.10 |
| 55 | Procedures by which performance/merit salary decisions are made are justified | 240 | 2.50 | 1.23 | 385 | 2.36 | 1.11 | 407 | 2.64 | 1.15 |
| 56 | Rate of pay for summer teaching (2.5% per hour) is adequate | 228 | 2.54 | 1.28 | 396 | 2.73 | 1.09 | 388 | 2.71 | 1.06 |
| 57 | Allocation of summer teaching is adequate | 225 | 3.20 | 1.25 | 367 | 3.11 | 1.00 | 386 | 3.30 | 0.92 |
| 58 | Compensation for per-course faculty is appropriate | 218 | 2.22 | 1.14 | 360 | 2.62 | 0.92 | 374 | 2.64 | 0.91 |
| 59 | Compensation for overload courses is appropriate | 213 | 2.42 | 1.28 | 358 | 2.48 | 0.97 | 377 | 2.62 | 1.00 |

How satisfied are you with the value of the following services?

| | | 2012 | | | 2010 | | | 2008 | | |
|----|---|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 60 | Life insurance program | 249 | 3.95 | 1.03 | 390 | 3.49 | 0.84 | 407 | 3.46 | 0.86 |
| 61 | Medical/health benefits | 273 | 3.65 | 1.28 | 401 | 2.99 | 1.2 | 415 | 2.84 | 1.19 |
| 62 | Educational benefits for employees and families Greenwood/MSU | 219 | 3.82 | 1.15 | 391 | 3.33 | 1.04 | | | |
| 63 | Sick leave benefits | 184 | 3.69 | 1.08 | 355 | 3.28 | 0.81 | | | |
| 64 | Dental care | 265 | 3.56 | 1.27 | 391 | 3.19 | 1.06 | | | |
| 65 | Retirement program | 250 | 3.77 | 1.13 | 389 | 3.38 | 0.91 | 403 | 3.31 | 1.00 |
| 66 | Services and faculty use of Taylor Health & Wellness Center | 268 | 4.35 | 0.93 | 396 | 3.96 | 0.87 | 407 | 3.84 | 0.86 |
| 67 | Recreational services and facilities for faculty | 213 | 3.48 | 1.36 | 377 | 3.23 | 0.99 | 393 | 3.25 | 1.19 |

How satisfied are you with the University?

| | | 2012 | | | 2010 | | | 2008 | | |
|----|--|------|------|----------|------|------|----------|------|------|----------|
| | | N | Mean | Std. Dev | N | Mean | Std. Dev | N | Mean | Std. Dev |
| 68 | I plan to retire from Missouri State within the next five years. | 268 | 2.25 | 1.54 | 385 | 2.31 | 1.38 | 394 | 2.29 | 1.37 |
| 69 | I often think about leaving this University. | 272 | 2.90 | 1.49 | 385 | 3.09 | 1.38 | 398 | 2.98 | 1.35 |
| 70 | I plan on leaving Missouri State within the next year. | 266 | 1.73 | 1.13 | 375 | 2.01 | 1.04 | 390 | 1.89 | 0.99 |
| 71 | I am actively looking for other academic positions elsewhere. | 267 | 1.98 | 1.34 | 377 | 2.29 | 1.25 | 392 | 2.22 | 1.18 |
| 72 | I find it challenging to integrate community engagement, cultural competence, and ethical leadership components of the public affairs mission into my work for the University. | 262 | 2.67 | 1.39 | 397 | 2.86 | 1.29 | | | |
| 73 | I believe the University does well in showing its accountability to the public affairs mission. | 252 | 3.55 | 1.20 | 388 | 3.15 | 1.09 | | | |