

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			