



Three-year Comparison for the MTSU Faculty Survey Results

Comparing 2015-16, 2016-17, and 2017-18

The following is a three-year comparison from the MTSU Faculty Survey, which was a joint project between the executive committees of the Faculty Senate and the Chairs Council.

Faculty at MTSU were given a link through Qualtrics, to fill out the survey. Several reminders were given to faculty and in the end a total of 293 valid responses were gathered, which resulted in a 30.2% response rate (293 of 969 total full-time faculty). This report is given to show the summary of the qualitative and quantitative questions in the survey.

The organization of this report is as follows:

1. EVALUTIONS OF UNIVERSITY ADMINISTRATION
2. FACULTY TEACHING AND WORKLOAD
3. FACULTY RESEARCH
4. FACULTY TRAVEL
5. FACULTY INSTITUTIONAL SERVICE AND RESOURCES
6. FACULTY TENURE AND PROMOTION
7. FACULTY COMPENSATION AND RECOGNITION
8. FACULTY ENVIRONMENT
9. DEMOGRAPHICS AND FINAL QUESTIONS

Analysis for 2017-2018 Data (separate document)

Also included in the summary are seven bar charts that summarize the percentage of responses that reflect faculty dissatisfaction. For example, faculty dissatisfaction for a question that included a measure of strongly disagree, disagree, neutral, agree, and strongly agree, would show the total of strongly disagree and disagree. For this report, we used 30% dissatisfaction (ex. Sum of total Strongly disagree and disagree responses) as an indicator of a topic that needs to be addressed. Whether there is a perceived or a real problem, it is assumed that if 30% of responses represent dissatisfaction it should at least be looked at as a potential or real problem. The responses for the seven relevant indicators are presented in chart form.

3-Year Analysis of Data (this document)

Since we now have three years of data, each year was compared to indicate any trends or changes from year to year. To assess change, we looked at the mean per Likert scale question and ran ANOVA to look for differences and then used and Tukey HSD for post-hoc testing to indicate which years were different. It is understood that there are many ways to analyze data. This approach was used to offer some insight that might be of interest and is not meant to be a direct assessment of the university; only insight that offers an opportunity to delve further into a topic or situation.

The Chairs' Council and the Faculty Senate are strongly committed to conducting this survey annually. There were no changes from 2016-17 to 2017-18. If you have concrete suggestions, if you wish to work on future iterations of the survey, or if you have questions, please contact either:

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Aggregation of results and reporting was conducting by Dr. Charlie Apigian, Interim Director of the Data Science Institute (charles.apigian@mtsu.edu).

All individual information gathered will be kept in strictest confidence. Responses will be coded and summarized, and the data analysis will be done using the codified data. A summary of the aggregated results of the survey will be presented to the Faculty Senate, the Chairs Council, and administration.

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Note:

^A Based on a significance level of 0.05, mean is significantly from 2016-17

^B Based on a significance level of 0.05, mean is significantly from 2017-18

Significant Differences Between 2015-16, 2016-17, and 2017-18

Question	Mean			Mean Difference		Significance	
	2015-16	2016-17	2017-18	16-18	17-18	16-18	17-18
Q1.6_4	3.039	3.460	3.557^A	0.518	0.097	0.000	0.517
Q1.6_5	3.697	3.831	3.949^A	0.253	0.118	0.012	0.358
Q1.6_6	3.359	3.655	3.656^A	0.297	0.001	0.007	1.000
Q5.5	3.192	3.381	3.602^{AB}	0.41	0.221	0.000	0.033
Q7.2	2.003	1.921	1.770^A	-0.233	-0.151	0.009	0.131
Q7.3	2.621	2.625	3.211^{AB}	0.59	0.586	0.000	0.000
Q8.1	2.638	2.784	2.581^B	-0.056	-0.203	0.694	0.008
Q8.2	2.702	2.832	2.624^B	-0.078	-0.208	0.628	0.036
Q9.1	2.920	3.057	2.869^B	-0.051	-0.188	0.802	0.048

1.6_4 The Faculty Senate functions effectively as an agent of change in the process of shared governance on the MTSU campus.

- Mean has significantly increased from 2015-16 to 2017-18 by **0.518**.

1.6_5 Members of the Faculty Senate communicates effectively with his/her constituencies.

- Mean has significantly increased from 2015-16 to 2017-18 by **0.253**.

1.6_6 I feel that taking a governance issue (pertinent to the institution as a whole) to the Faculty Senate is an appropriate and effective way to address a problem.

- Mean has significantly increased from 2015-16 to 2017-18 by **0.297**.

5.5 How adequate is your computing equipment for conducting your work?

- Mean has significantly increased from 2015-16 to 2017-18 by **0.410** and from 2016-17 to 2017-18 by **0.221**.

7.2 Do you feel that you are fairly compensated with respect to disciplinary national standards?

- Mean has significantly decreased from 2015-16 to 2017-18 by **0.233**.

7.3 To what extent do you agree/disagree that MTSU should adopt merit pay raises?

- Mean has significantly increased from 2015-16 to 2017-18 by **0.590** and from 2016-17 to 2017-18 by **0.586**.

8.1 How would you characterize overall faculty morale at MTSU?

- Mean has significantly decreased from 2016-17 to 2017-18 by **0.203**.

8.2 How would you characterize overall faculty morale in your college/school?

- Mean has significantly decreased from 2016-17 to 2017-18 by **0.208**.

9.1 Over the past year, as an institution, MTSU has been moving in the right direction.

- Mean has significantly decreased from 2016-17 to 2017-18 by **0.188**.

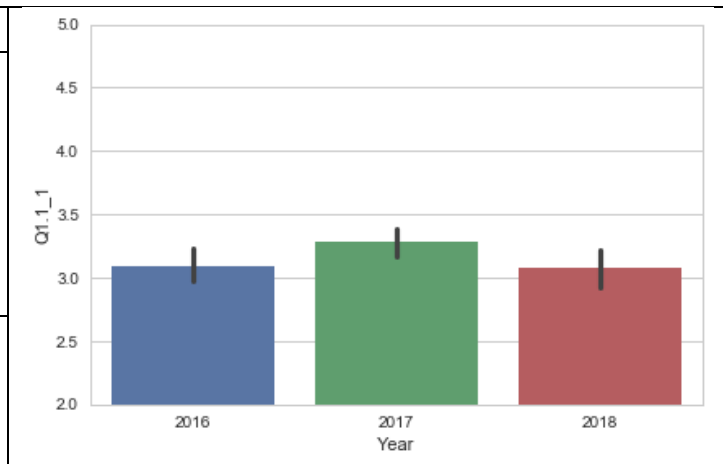
Note: **Red** represents a decrease in means and **Green** represents an increase.

1. EVALUTIONS OF UNIVERSITY ADMINISTRATION

Section 1: Three Year Comparisons

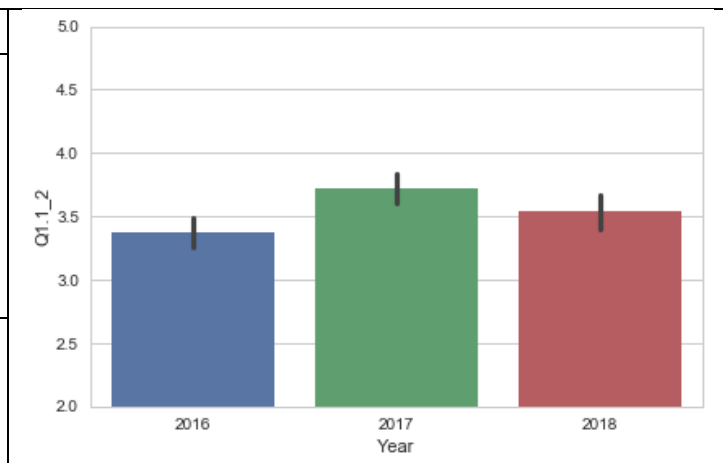
1.1_1 Overall effectiveness for President

1.1_1	2016	2017	2018	Total
(5) Highly Effective	14.6%	17.1%	17.1%	16.2%
(4) Effective	28.2%	31.3%	22.0%	27.7%
(3) Neutral	23.2%	24.5%	25.1%	24.2%
(2) Ineffective	20.1%	16.8%	23.3%	19.7%
(1) Highly Ineffective	13.8%	10.3%	12.5%	12.2%
Not Answered	17	19	6	42
Average	3.097	3.279	3.077	3.161
Sample Size	400	435	293	1128



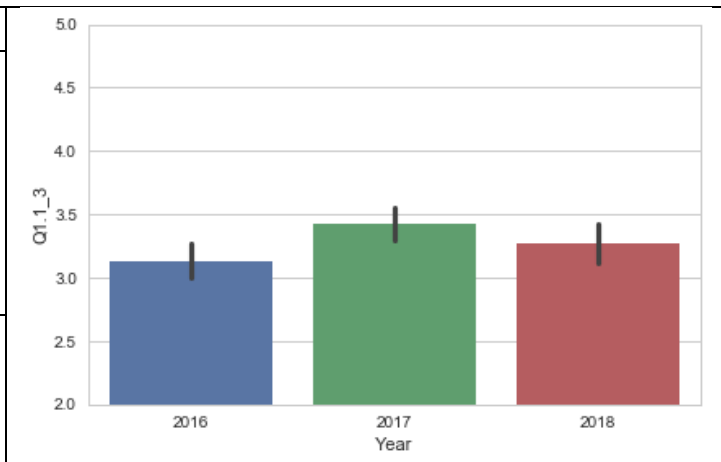
1.1_2 Overall effectiveness for Provost

1.1_2	2016	2017	2018	Total
(5) Highly Effective	17.8%	25.4%	23.1%	21.9%
(4) Effective	32.8%	37.0%	33.7%	34.5%
(3) Neutral	26.0%	26.0%	23.4%	25.3%
(2) Ineffective	15.5%	7.3%	13.9%	12.2%
(1) Highly Ineffective	7.9%	4.2%	5.9%	6.1%
Not Answered	19	81	20	120
Average	3.373	3.720^A	3.542	3.541
Grand Total	400	435	293	1128



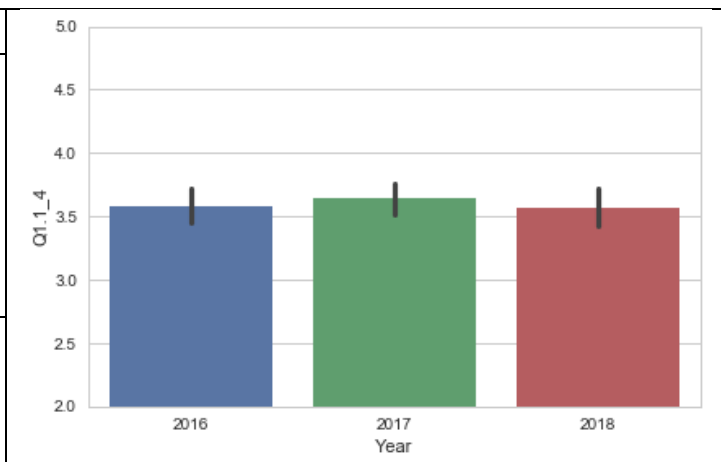
1.1_3 Overall effectiveness for VP for Student Services

1.1_3	2016	2017	2018	Total
(5) Highly Effective	10.4%	19.9%	17.0%	15.8%
(4) Effective	33.9%	32.2%	30.9%	32.4%
(3) Neutral	27.7%	27.1%	26.5%	27.2%
(2) Ineffective	14.9%	12.3%	13.5%	13.5%
(1) Highly Ineffective	13.1%	8.5%	12.2%	11.1%
Not Answered	111	118	63	292
Average	3.135	3.426^A	3.270	3.282
Grand Total	400	435	293	1128



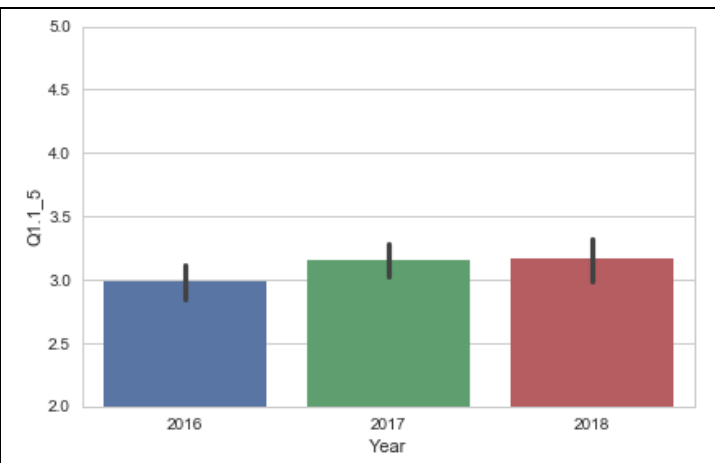
1.1_4 Overall effectiveness for Interim VP for Business and Finance

1.1_4	2016	2017	2018	Total
(5) Highly Effective	15.8%	18.5%	17.1%	17.3%
(4) Effective	40.5%	39.9%	37.4%	39.4%
(3) Neutral	32.6%	31.0%	33.7%	32.3%
(2) Ineffective	7.9%	7.7%	8.0%	7.8%
(1) Highly Ineffective	3.2%	2.8%	3.7%	3.2%
Not Answered	210	187	106	503
Average	3.579	3.637	3.561	3.597
Grand Total	400	435	293	1128



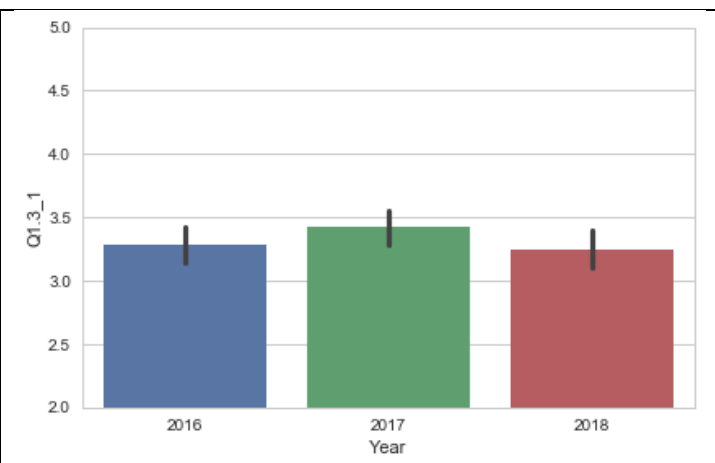
1.1_5 Overall effectiveness for VP for ITD

1.1_5	2016	2017	2018	Total
(5) Highly Effective	10.5%	13.8%	15.3%	13.0%
(4) Effective	25.5%	29.2%	28.2%	27.7%
(3) Neutral	31.5%	29.6%	26.4%	29.4%
(2) Ineffective	16.8%	13.8%	18.1%	16.0%
(1) Highly Ineffective	15.7%	13.5%	12.0%	13.9%
Not Answered	114	117	77	308
Average	2.983	3.160	3.167	3.100
Grand Total	400	435	293	1128



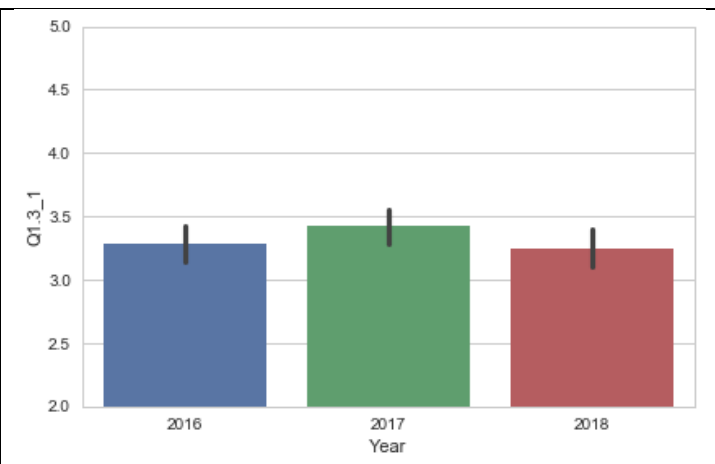
1.1_6 Overall effectiveness for VP Marketing and Communications

1.1_6	2016	2017	2018	Total
(5) Highly Effective	14.3%	15.8%	17.6%	15.8%
(4) Effective	32.1%	35.6%	32.2%	33.5%
(3) Neutral	28.9%	26.8%	25.3%	27.1%
(2) Ineffective	13.6%	12.9%	15.0%	13.7%
(1) Highly Ineffective	11.1%	8.8%	9.9%	9.9%
Not Answered	120	118	60	298
Average	3.250	3.366	3.326	3.316
Grand Total	400	435	293	1128



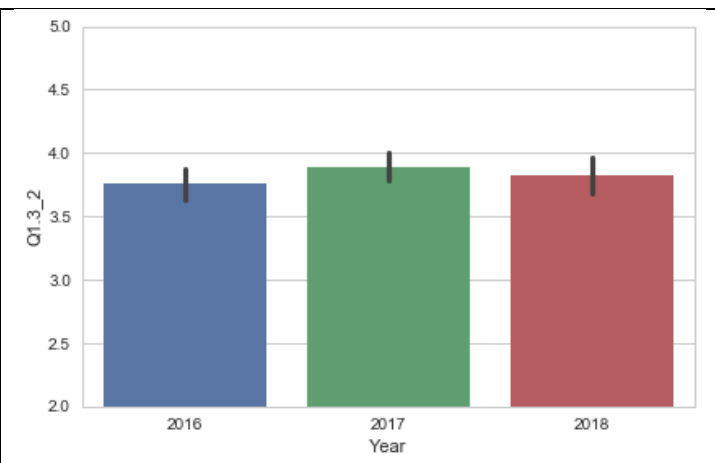
1.3_1 The Dean of our college is effective at raising funds.

1.3_1	2016	2017	2018	Total
(5) Strongly Agree	20.5%	24.1%	15.2%	20.4%
(4) Agree	29.8%	28.8%	34.8%	30.8%
(3) Neutral	21.1%	22.9%	23.0%	22.3%
(2) Disagree	14.6%	13.2%	13.9%	13.9%
(1) Strongly disagree	14.0%	10.9%	13.1%	12.6%
Not Answered	78	95	49	222
Average	3.283	3.421	3.250	3.326
Grand Total	400	435	293	1128



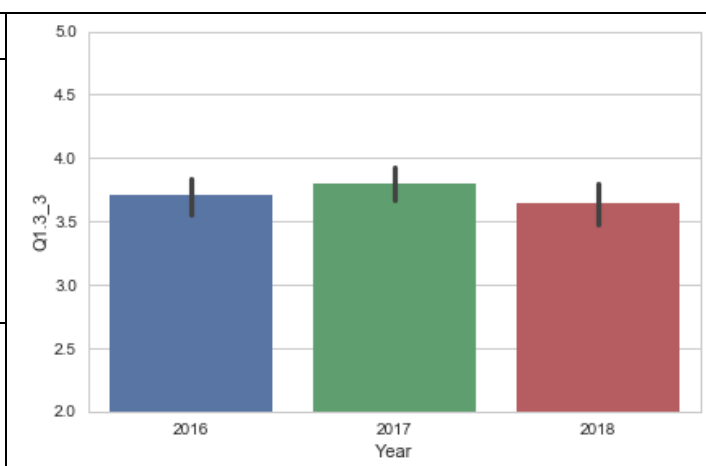
1.3_2 The college advisors in our college are highly effective.

1.3_2	2016	2017	2018	Total
(5) Strongly Agree	33.0%	36.8%	34.1%	34.7%
(4) Agree	31.3%	33.2%	34.8%	33.0%
(3) Neutral	19.9%	17.4%	16.3%	18.0%
(2) Disagree	10.0%	7.3%	9.1%	8.7%
(1) Strongly disagree	5.8%	5.3%	5.8%	5.6%
Not Answered	39	38	17	94
Average	3.756	3.889	3.822	3.825
Grand Total	400	435	293	1128



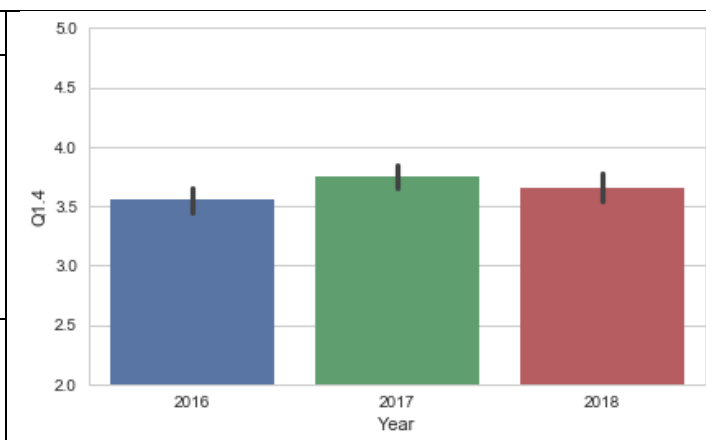
1.3_3 The leadership within our department is highly effective.

1.3_3	2016	2017	2018	Total
(5) Strongly Agree	36.9%	42.8%	39.3%	39.8%
(4) Agree	30.1%	23.1%	22.5%	25.4%
(3) Neutral	11.7%	15.2%	15.1%	13.9%
(2) Disagree	9.1%	8.9%	9.1%	9.0%
(1) Strongly disagree	12.2%	10.0%	14.0%	11.8%
Not Answered	15	7	8	30
Average	3.704	3.797	3.639	3.723
Grand Total	400	435	293	1128



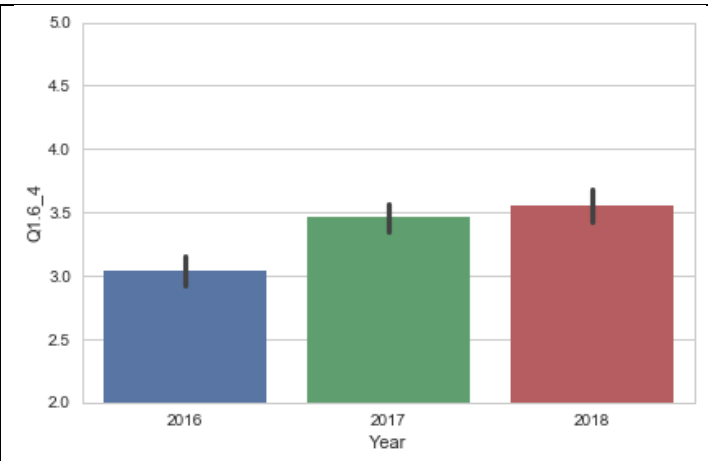
1.4 How effective is the advising system at supporting the academic mission of MTSU and the retention of students, especially with regards to encouraging students to seriously consider prerequisites and appropriate course scheduling.

1.4	2016	2017	2018	Total
(5) Highly Effective	16.1%	20.0%	18.8%	18.3%
(4) Effective	41.8%	47.9%	44.4%	44.9%
(3) Neutral	28.1%	21.6%	24.7%	24.7%
(2) Ineffective	9.1%	8.5%	8.3%	8.6%
(1) Highly Ineffective	4.9%	2.1%	3.8%	3.5%
Not Answered	15	9	5	29
Average	3.551	3.751^A	3.660	3.657
Grand Total	400	435	293	1128



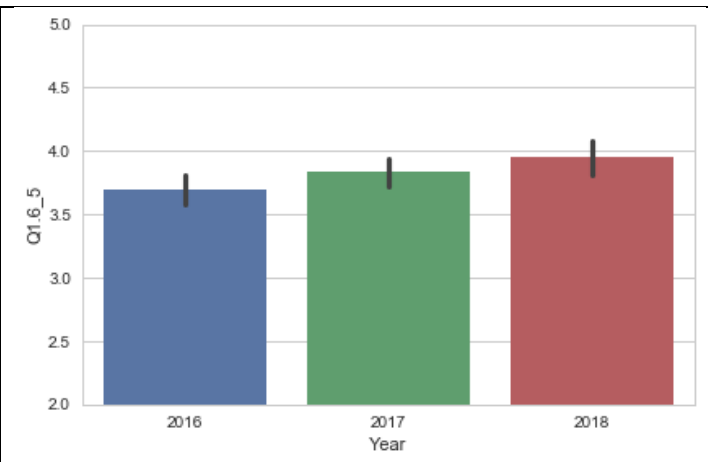
1.6_4 The Faculty Senate functions effectively as an agent of change in the process of shared governance on the MTSU campus.

1.6_4	2016	2017	2018	Total
(5) Strongly Agree	9.1%	18.2%	21.1%	15.8%
(4) Agree	28.7%	33.8%	40.0%	33.7%
(3) Neutral	32.0%	29.9%	19.3%	27.8%
(2) Disagree	17.1%	12.2%	12.9%	14.1%
(1) Strongly disagree	13.0%	6.0%	6.8%	8.6%
Not Answered	38	33	13	84
Average	3.039	3.460^A	3.557^A	3.340
Grand Total	400	435	293	1128

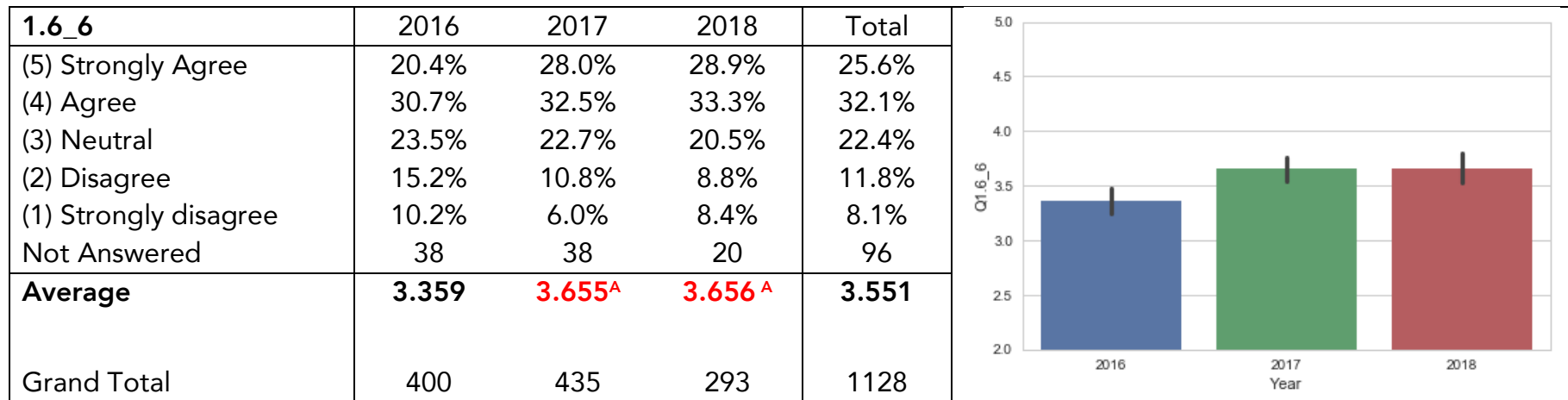


1.6_5 Members of the Faculty Senate communicates effectively with his/her constituencies.

1.6_5	2016	2017	2018	Total
(5) Strongly Agree	29.0%	34.5%	37.9%	33.5%
(4) Agree	32.0%	31.1%	33.6%	32.0%
(3) Neutral	23.5%	21.0%	17.3%	20.9%
(2) Disagree	10.9%	10.1%	7.9%	9.8%
(1) Strongly disagree	4.6%	3.4%	3.2%	3.8%
Not Answered	34	20	16	70
Average	3.697	3.831	3.949^A	3.816
Grand Total	400	435	293	1128



1.6_6 I feel that taking a governance issue (pertinent to the institution as a whole) to the Faculty Senate is an appropriate and effective way to address a problem.

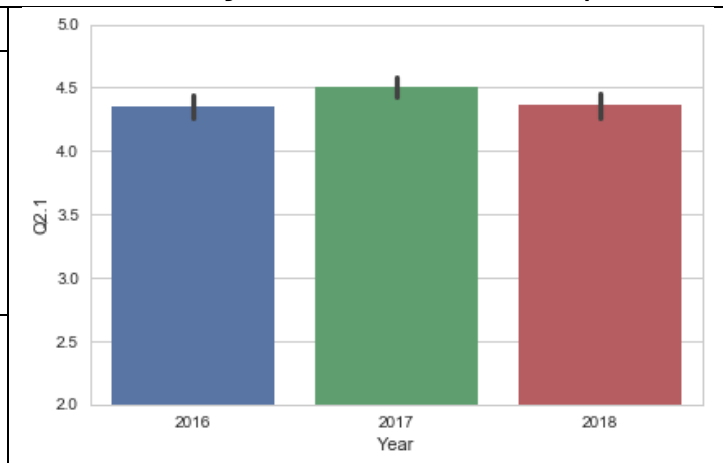


2. FACULTY TEACHING AND WORKLOAD

Section 2: Three Year Comparisons

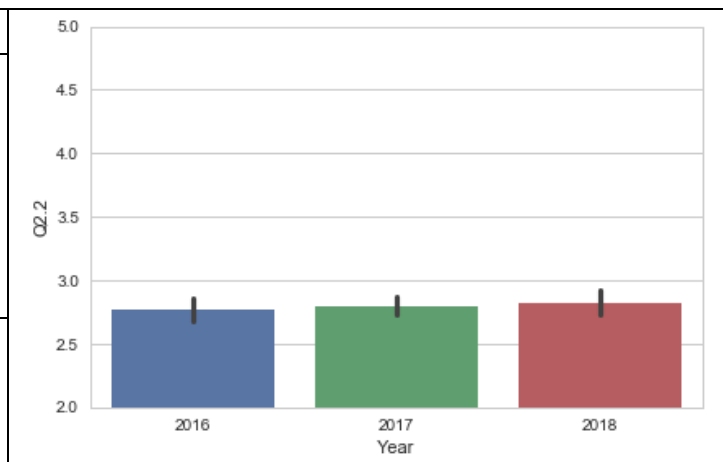
2.1 How would you rate the importance of teaching performance to your career development?

2.1	2016	2017	2018	Total
(5) Very important	54.7%	63.3%	53.5%	57.7%
(4) Important	31.3%	28.2%	33.5%	30.6%
(3) Somewhat important	9.1%	5.5%	8.8%	7.6%
(2) Little importance	4.2%	2.4%	4.2%	3.5%
(1) No importance	0.8%	0.7%	0.0%	0.6%
Not Answered	16	13	9	38
Average	4.349	4.509^A	4.363	4.415
Grand Total	400	435	293	1128



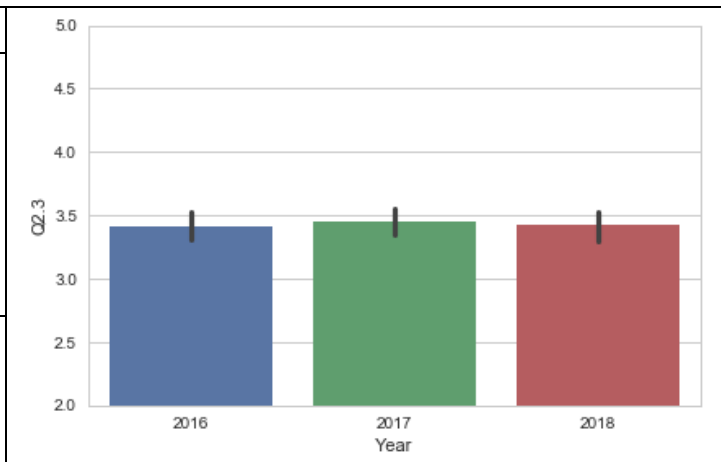
2.2 How much emphasis do faculty leaders and administrators at MTSU place on effective teaching for career advancement?

2.2	2016	2017	2018	Total
(5) Excessive	5.6%	3.6%	4.2%	4.5%
(4) Too Much	7.7%	8.4%	9.2%	8.4%
(3) Just Right	48.1%	54.7%	53.7%	52.1%
(2) Too Little	35.7%	30.8%	30.7%	32.5%
(1) None	2.9%	2.4%	2.1%	2.5%
Not Answered	22	20	10	52
Average	2.772	2.800	2.827	2.797
Grand Total	400	435	293	1128



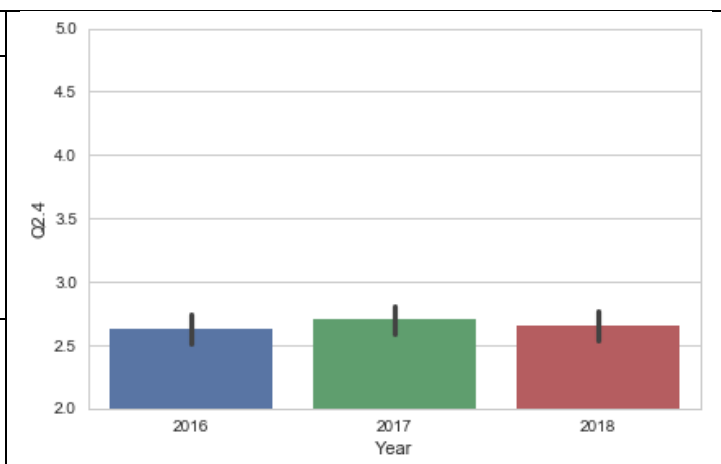
2.3 Are you provided with adequate and appropriate resources to teach effectively at MTSU?

2.3	2016	2017	2018	Total
(5) Better than Adequate	12.9%	13.9%	11.9%	13.0%
(4) Adequate	44.3%	45.2%	45.8%	45.0%
(3) Neutral	19.3%	17.2%	18.9%	18.4%
(2) Inadequate	18.6%	19.5%	19.6%	19.2%
(1) Very inadequate	4.9%	4.2%	3.8%	4.4%
Not Answered	12	10	7	29
Average	3.418	3.449	3.423	3.431
Grand Total	400	435	293	1128



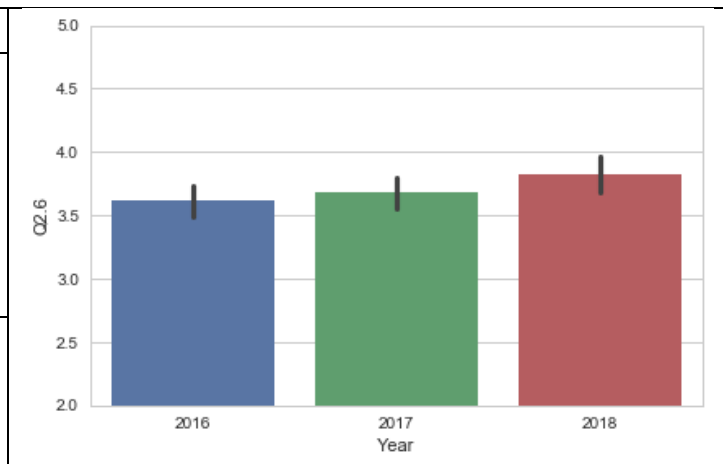
2.4 Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of effective teaching?

2.4	2016	2017	2018	Total
(5) Better than Adequate	3.4%	2.9%	1.8%	2.8%
(4) Adequate	22.9%	24.8%	22.2%	23.4%
(3) Neutral	24.2%	24.3%	28.5%	25.3%
(2) Inadequate	32.2%	35.7%	34.5%	34.2%
(1) Very inadequate	17.4%	12.4%	13.0%	14.3%
Not Answered	15	15	9	39
Average	2.626	2.700	2.651	2.661
Grand Total	400	435	293	1128



2.6 Do current faculty teaching loads hinder the University's research mission?

2.6	2016	2017	2018	Total
(5) Very much	31.2%	33.3%	37.8%	33.7%
(4) A lot	22.4%	25.3%	26.2%	24.5%
(3) Somewhat	29.3%	25.8%	21.8%	26.0%
(2) A little	10.7%	7.6%	8.4%	8.9%
(1) Not at all	6.4%	8.1%	5.8%	6.9%
Not Answered	25	39	18	82
Average	3.613	3.682	3.818	3.693
Grand Total	400	435	293	1128

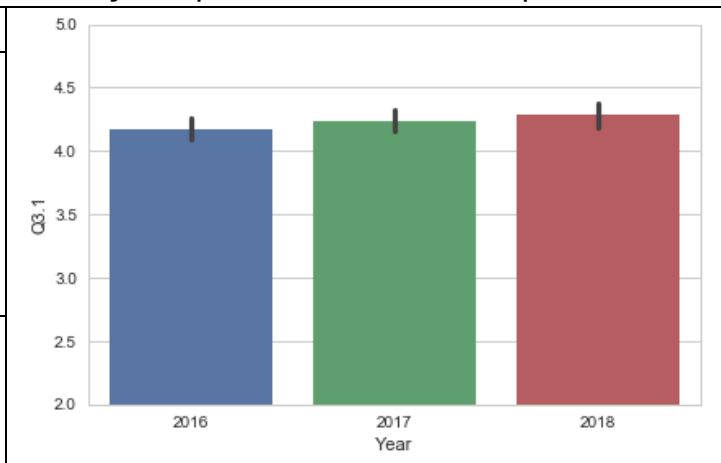


3.FACULTY RESEARCH

Section 3: Three Year Comparisons

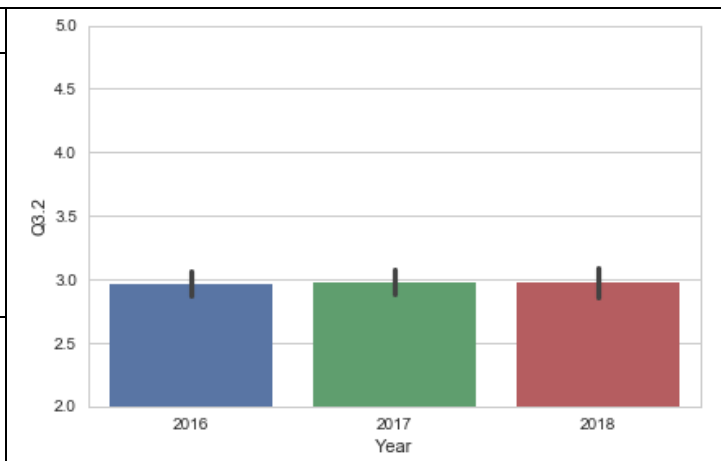
3.1 How would you rate the importance of research or creative work to your professional development?

3.1	2016	2017	2018	Total
(5) Very important	42.0%	47.5%	48.0%	45.7%
(4) Important	38.0%	34.1%	37.0%	36.2%
(3) Somewhat important	15.7%	14.5%	10.3%	13.8%
(2) Little importance	3.7%	2.7%	4.6%	3.6%
(1) No importance	0.5%	1.2%	0.0%	0.7%
Not Answered	24	27	12	63
Average	4.173	4.240	4.285	4.228
Grand Total	400	435	293	1128



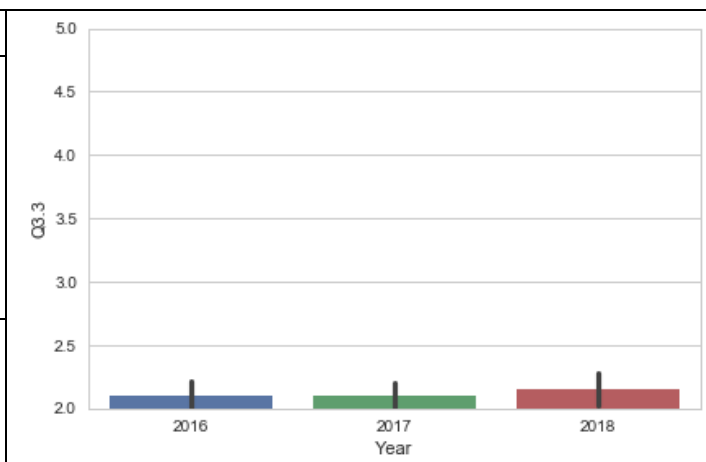
3.2 How much emphasis do faculty leaders and administrators at MTSU place on research or creative work for career advancement?

3.2	2016	2017	2018	Total
(5) Excessive	9.1%	8.6%	6.8%	8.3%
(4) Too Much	19.0%	18.7%	23.9%	20.2%
(3) Just Right	34.9%	37.5%	30.7%	34.7%
(2) Too Little	33.0%	32.4%	37.1%	33.9%
(1) None	4.0%	2.8%	1.4%	2.9%
Not Answered	27	40	13	80
Average	2.962	2.980	2.975	2.972
Grand Total	400	435	293	1128



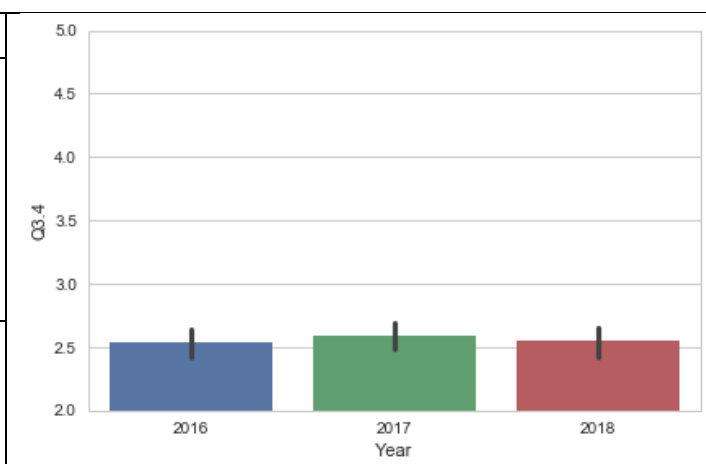
3.3 Are you provided adequate time and resources to conduct research or creative work at MTSU?

3.3	2016	2017	2018	Total
(5) Better than Adequate	1.4%	1.3%	2.2%	1.5%
(4) Adequate	10.9%	12.1%	10.9%	11.4%
(3) Neutral	17.5%	14.1%	16.4%	15.9%
(2) Inadequate	37.4%	41.1%	40.9%	39.7%
(1) Very inadequate	32.8%	31.5%	29.6%	31.4%
Not Answered	34	38	19	91
Average	2.107	2.106	2.153	2.119
Grand Total	400	435	293	1128



3.4 Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of research or creative work?

3.4	2016	2017	2018	Total
(5) Better than Adequate	1.7%	1.0%	0.4%	1.1%
(4) Adequate	18.4%	20.4%	19.0%	19.3%
(3) Neutral	28.2%	31.3%	31.7%	30.3%
(2) Inadequate	35.0%	31.5%	32.5%	33.0%
(1) Very inadequate	16.7%	15.8%	16.4%	16.3%
Not Answered	46	48	25	119
Average	2.534	2.594	2.545	2.560
Grand Total	400	435	293	1128

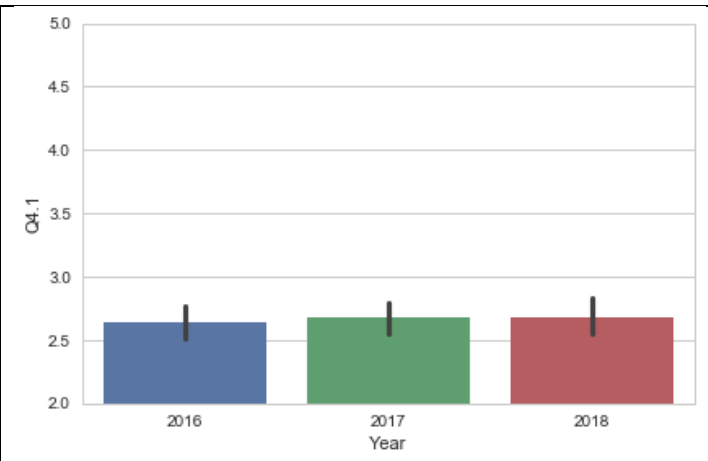


4. Faculty Travel

Section 4: Three Year Comparisons

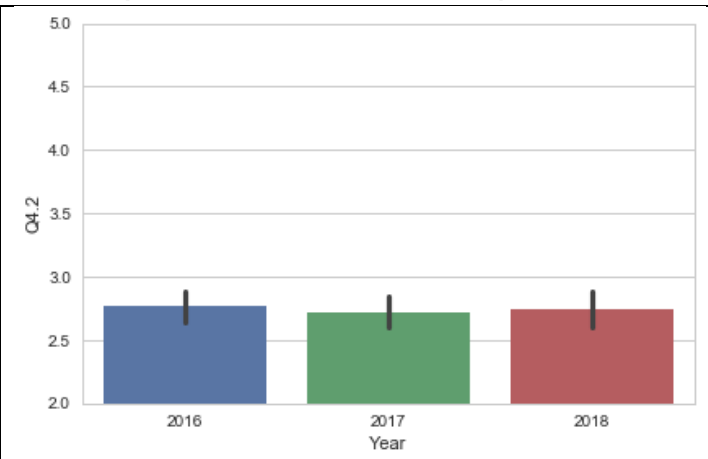
4.1 Are you provided with adequate resources to travel to meetings to present your work?

4.1	2016	2017	2018	Total
(5) Better than Adequate	4.7%	6.6%	5.5%	5.6%
(4) Adequate	28.7%	25.4%	29.9%	27.8%
(3) Neutral	16.0%	17.6%	13.1%	15.8%
(2) Inadequate	27.0%	30.0%	30.3%	29.0%
(1) Very inadequate	23.7%	20.4%	21.2%	21.7%
Not Answered	37	42	19	98
Average	2.636	2.679	2.682	2.665
Grand Total	400	435	293	1128



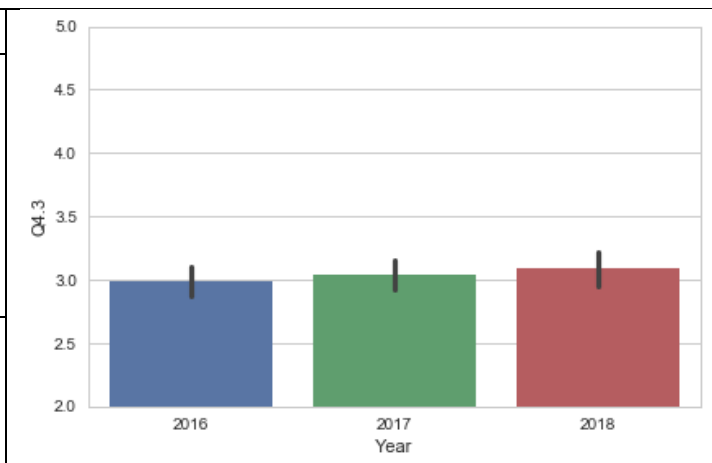
4.2 Are you provided with adequate resources to participate in professional development activities?

4.2	2016	2017	2018	Total
(5) Better than Adequate	4.1%	5.8%	5.5%	5.1%
(4) Adequate	29.4%	26.2%	30.5%	28.5%
(3) Neutral	21.7%	20.4%	16.0%	19.7%
(2) Inadequate	28.3%	29.7%	29.1%	29.1%
(1) Very inadequate	16.5%	17.9%	18.9%	17.7%
Not Answered	36	38	18	92
Average	2.764	2.723	2.745	2.743
Grand Total	400	435	293	1128



4.3 Are you encouraged to participate in regional and national professional meetings?

4.3	2016	2017	2018	Total
(5) Very much	12.1%	13.5%	15.9%	13.6%
(4) A lot	17.7%	17.3%	16.2%	17.2%
(3) Somewhat	40.3%	41.1%	40.4%	40.6%
(2) A little	16.7%	15.8%	15.5%	16.0%
(1) Not at all	13.2%	12.3%	11.9%	12.5%
Not Answered	28	36	16	80
Average	2.989	3.040	3.087	3.034
Grand Total	400	435	293	1128



4.4 At what level are you reimbursed for travel expenses?

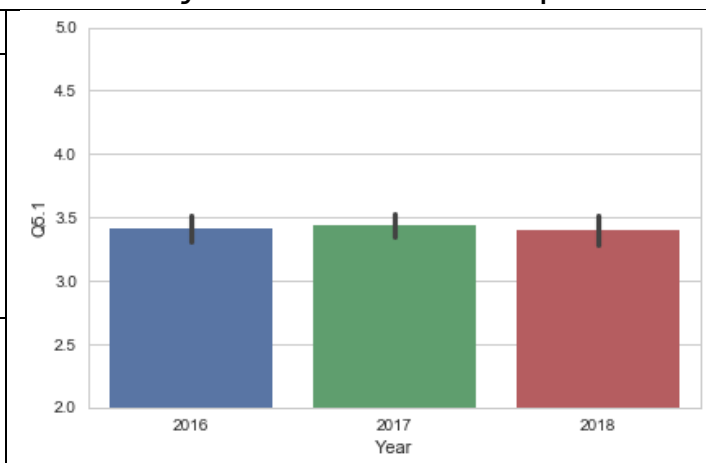
4.4	2016	2017	2018	Total
Greater than 95%	21.6%	24.9%	25.1%	23.8%
80% up to 95%	19.7%	18.6%	17.4%	18.7%
50% up to 80%	26.6%	26.6%	28.3%	27.1%
20% up to 50%	18.4%	18.3%	16.6%	17.9%
Less than 20%	13.8%	11.5%	12.6%	12.6%
Not Answered	80	86	46	212
Grand Total	400	435	293	1128

5. FACULTY INSTITUTIONAL SERVICE AND RESOURCES

Section 5: Three Year Comparisons

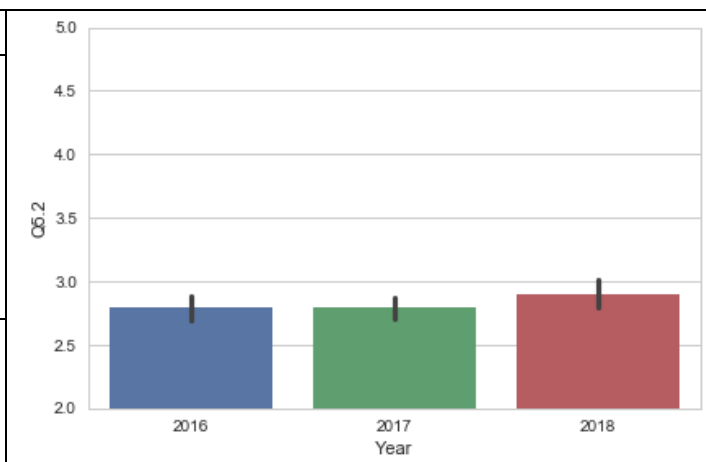
5.1 How would you rate the importance of institutional service for your career development?

5.1	2016	2017	2018	Total
(5) Very important	14.9%	11.6%	15.5%	13.8%
(4) Important	36.1%	39.4%	31.3%	36.1%
(3) Somewhat important	27.7%	33.7%	33.1%	31.4%
(2) Little importance	17.7%	11.9%	18.0%	15.5%
(1) No importance	3.5%	3.5%	2.2%	3.1%
Not Answered	32	31	15	78
Average	3.413	3.438	3.399	3.419
Grand Total	400	435	293	1128

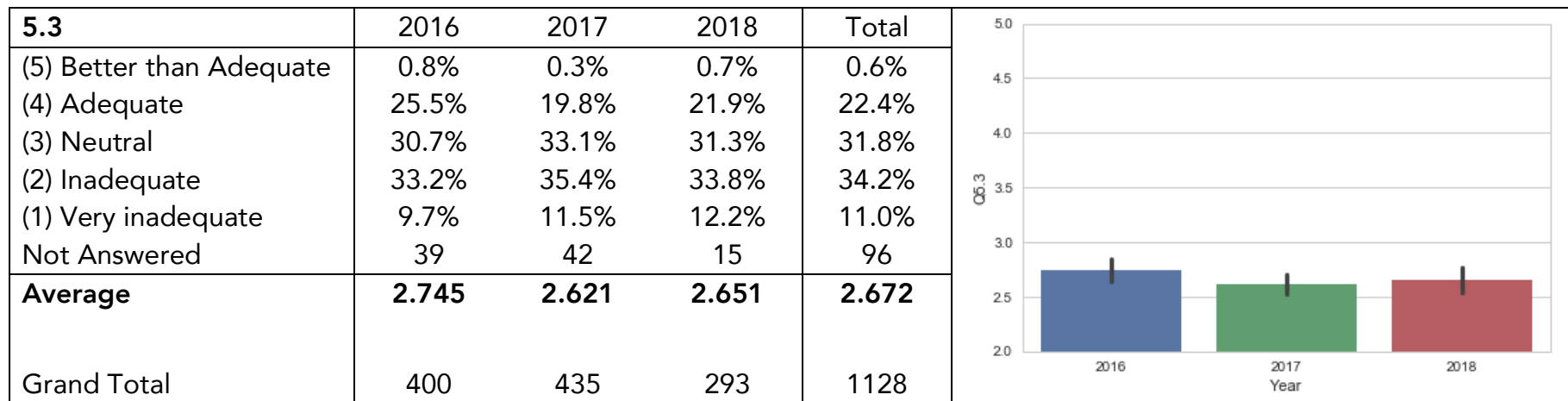


5.2 How much emphasis do administrators at MTSU place on institutional service for career advancement?

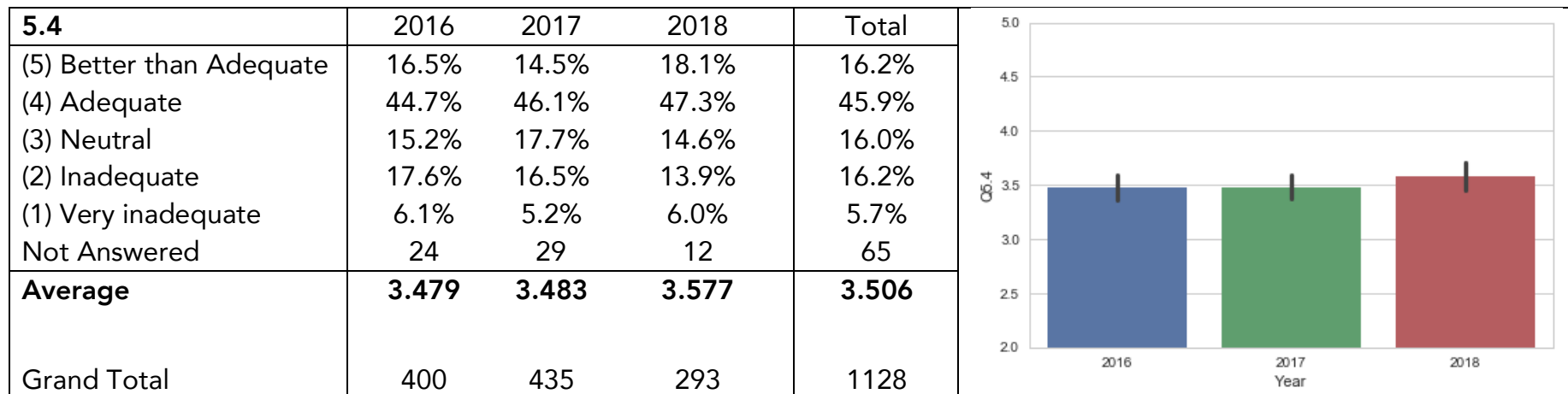
5.2	2016	2017	2018	Total
(5) Excessive	4.2%	3.1%	5.5%	4.1%
(4) Too Much	12.3%	12.6%	15.8%	13.3%
(3) Just Right	50.3%	53.3%	48.2%	50.9%
(2) Too Little	24.9%	22.3%	24.3%	23.7%
(1) None	8.4%	8.7%	6.3%	7.9%
Not Answered	42	45	21	108
Average	2.791	2.790	2.901	2.820
Grand Total	400	435	293	1128



5.3 Are you provided adequate time and resources to engage in institutional service at MTSU?

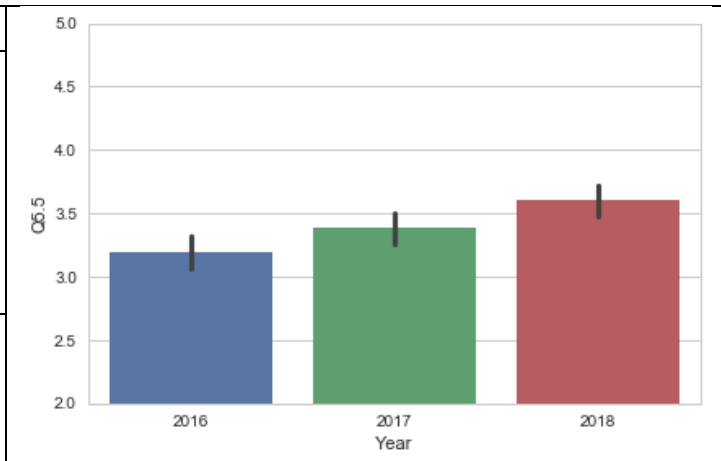


5.4 How adequate are your teaching and office environment for conducting your work?



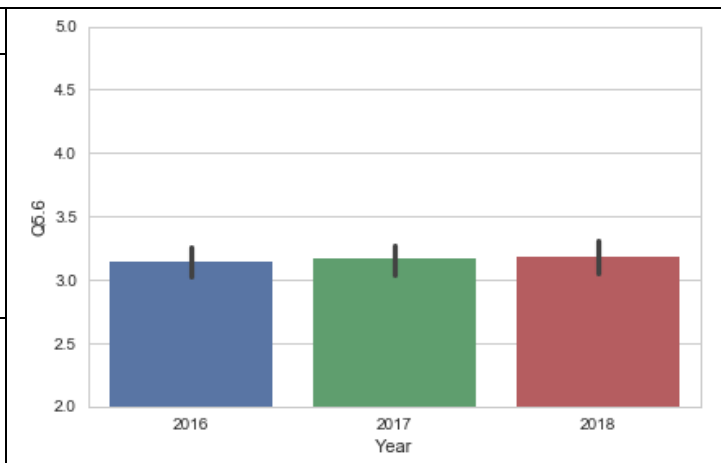
5.5 How adequate is your computing equipment for conducting your work?

5.5	2016	2017	2018	Total
(5) Better than Adequate	11.7%	12.7%	17.3%	13.6%
(4) Adequate	38.1%	44.5%	48.9%	43.4%
(3) Neutral	17.3%	19.1%	14.8%	17.3%
(2) Inadequate	23.2%	15.6%	14.8%	18.1%
(1) Very inadequate	9.6%	8.1%	4.2%	7.6%
Not Answered	25	26	9	60
Average	3.192	3.381	3.602^{AB}	3.374
Grand Total	400	435	293	1128



5.6 How satisfied are you with the technology in the classroom?

5.6	2016	2017	2018	Total
(5) Extremely Satisfied	7.8%	7.7%	7.1%	7.6%
(4) Satisfied	39.9%	40.9%	42.9%	41.1%
(3) Neutral	19.8%	18.9%	18.1%	19.0%
(2) Dissatisfied	23.3%	24.8%	24.8%	24.3%
(1) Extremely Dissatisfied	9.1%	7.7%	7.1%	8.0%
Not Answered	27	32	11	70
Average	3.139	3.161	3.181	3.159
Grand Total	400	435	293	1128

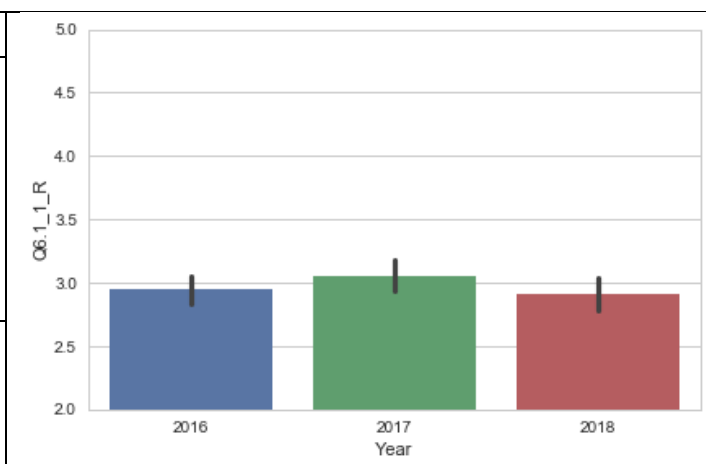


6. FACULTY TENURE AND PROMOTION

Section 6: Three Year Comparisons

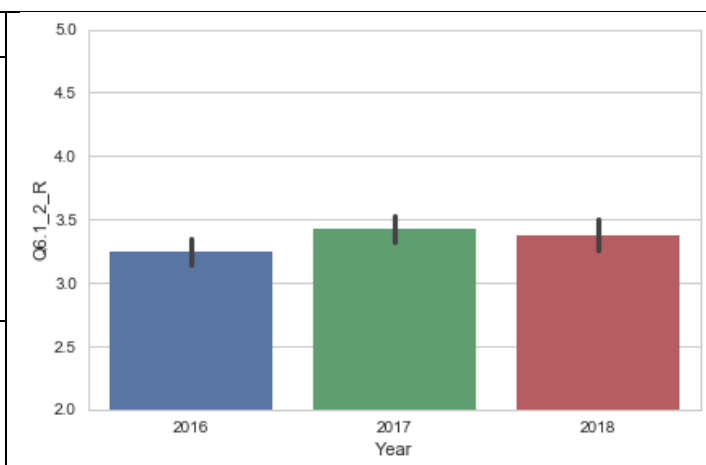
6.1_1 The process of recruitment of chairs and faculty

6.1_1	2016	2017	2018	Total
(5) Extremely Satisfied	4.5%	5.9%	5.7%	5.4%
(4) Satisfied	37.0%	38.1%	31.8%	36.1%
(3) Neutral	18.9%	24.8%	24.2%	22.6%
(2) Dissatisfied	27.7%	18.2%	24.6%	23.2%
(1) Extremely Dissatisfied	11.9%	13.0%	13.6%	12.8%
Not Answered	46	44	29	119
Average	2.946	3.056	2.913	2.980
Grand Total	400	435	293	1128



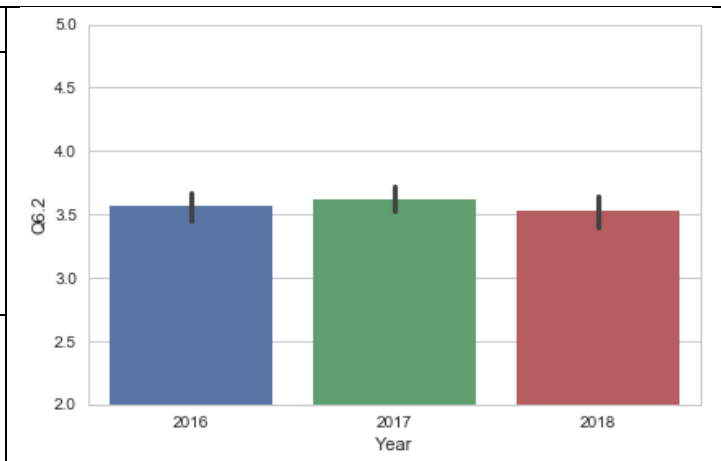
6.1_2 The mid-tenure review and feedback process

6.1_2	2016	2017	2018	Total
(5) Extremely Satisfied	4.8%	8.3%	6.1%	6.5%
(4) Satisfied	43.2%	45.8%	47.8%	45.4%
(3) Neutral	30.5%	31.1%	27.6%	30.0%
(2) Dissatisfied	15.2%	9.5%	14.5%	12.9%
(1) Extremely Dissatisfied	6.3%	5.2%	3.9%	5.3%
Not Answered	85	110	65	260
Average	3.248	3.425	3.377	3.348
Grand Total	400	435	293	1128



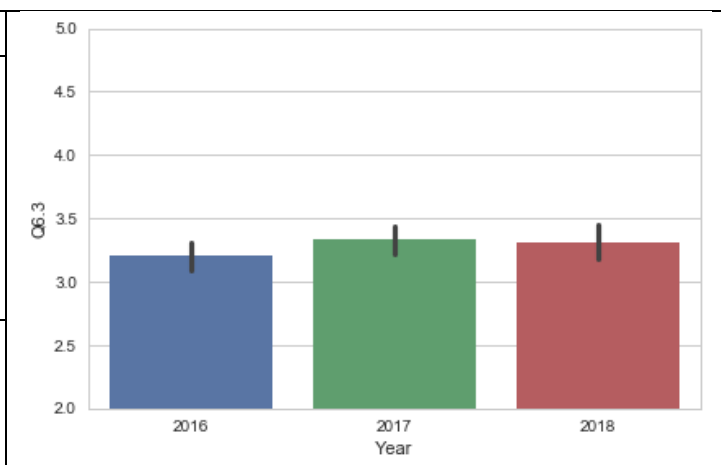
6.2 Is the tenure process in your college fair?

6.2	2016	2017	2018	Total
(5) Extremely Fair	12.5%	12.9%	14.1%	13.1%
(4) Fair	50.2%	51.6%	44.5%	49.2%
(3) Neutral	22.8%	22.8%	25.8%	23.6%
(2) Unfair	10.6%	9.9%	11.3%	10.5%
(1) Extremely Unfair	4.0%	2.7%	4.3%	3.6%
Not Answered	71	71	37	179
Average	3.565	3.621	3.527	3.576
Grand Total	400	435	293	1128



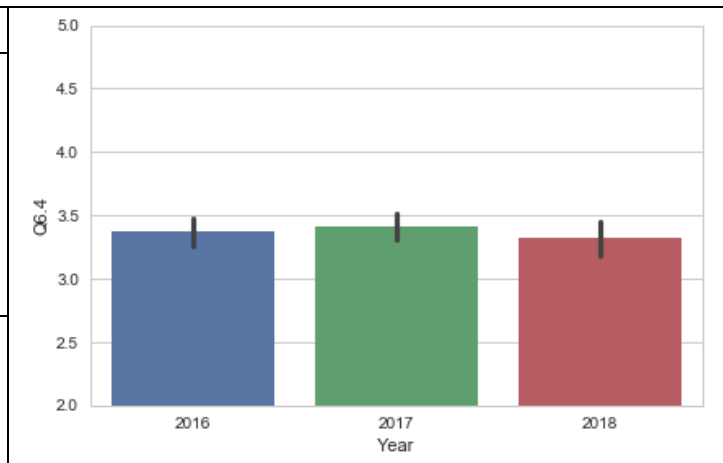
6.3 Are the expectations for tenure clearly known and formally documented for your college?

6.3	2016	2017	2018	Total
(5) Very well defined	8.2%	10.1%	11.3%	9.7%
(4) Well defined	39.9%	42.0%	39.3%	40.5%
(3) Neutral	23.9%	25.1%	24.5%	24.5%
(2) Not well defined	19.8%	16.9%	19.1%	18.5%
(1) Very poorly defined	8.2%	6.0%	5.8%	6.7%
Not Answered	57	68	36	161
Average	3.201	3.332	3.311	3.280
Grand Total	400	435	293	1128



6.4 Is the promotion process in your college fair?

6.4	2016	2017	2018	Total
(5) Extremely Fair	8.4%	9.3%	10.6%	9.4%
(4) Fair	43.5%	44.8%	40.0%	43.0%
(3) Neutral	30.4%	27.7%	28.2%	28.8%
(2) Unfair	12.4%	14.3%	13.7%	13.5%
(1) Extremely Unfair	5.3%	3.8%	7.5%	5.3%
Not Answered	78	71	38	187
Average	3.373	3.415	3.325	3.376
Grand Total	400	435	293	1128

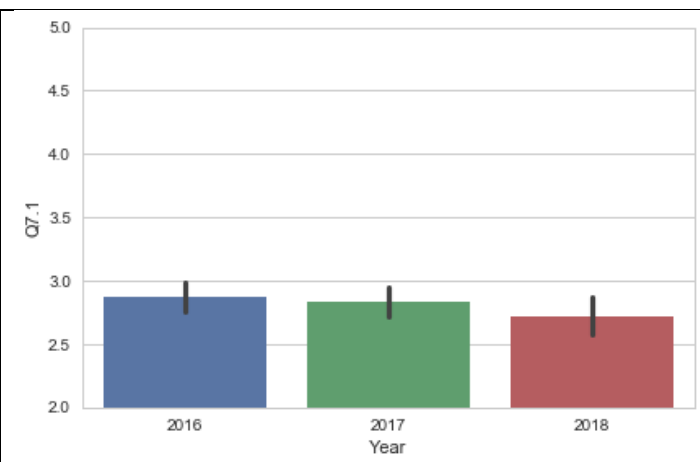


7. FACULTY COMPENSATION AND RECOGNITION

Section 7: Three Year Comparisons and Text-Based Answers

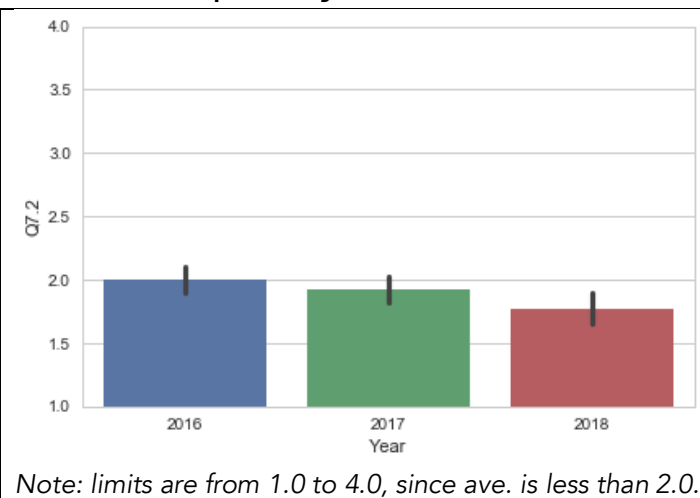
7.1 Do you feel that you are fairly compensated with respect to your disciplinary colleagues at MTSU?

7.1	2016	2017	2018	Total
(5) Extremely Fair	5.1%	6.6%	7.0%	6.2%
(4) Fair	28.4%	28.8%	27.8%	28.4%
(3) Neutral	26.5%	20.6%	16.5%	21.7%
(2) Unfair	28.2%	29.8%	27.8%	28.7%
(1) Extremely Unfair	11.8%	14.2%	20.9%	15.1%
Not Answered	27	42	20	89
Average	2.869	2.837	2.722	2.818
Grand Total	400	435	293	1128



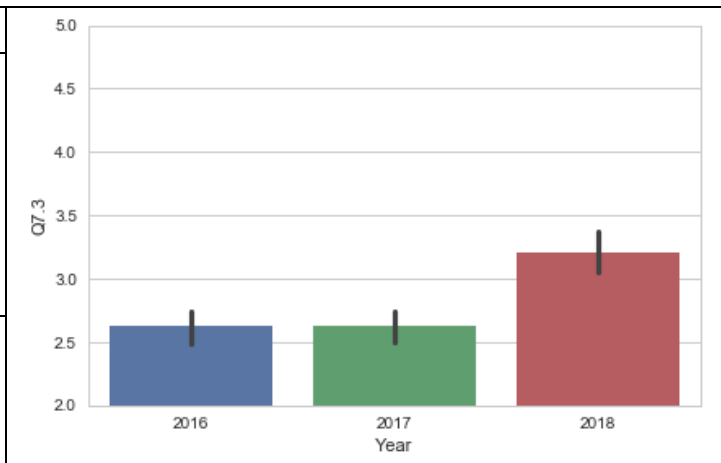
7.2 Do you feel that you are fairly compensated with respect to disciplinary national standards?

7.2	2016	2017	2018	Total
(5) Extremely Fair	1.4%	2.0%	1.5%	1.6%
(4) Fair	8.9%	8.4%	7.7%	8.4%
(3) Neutral	12.7%	10.0%	6.9%	10.1%
(2) Unfair	42.7%	38.6%	34.3%	38.9%
(1) Extremely Unfair	34.3%	40.9%	49.6%	40.9%
Not Answered	30	44	19	93
Average	2.003	1.921	1.770^A	1.910
Grand Total	400	435	293	1128



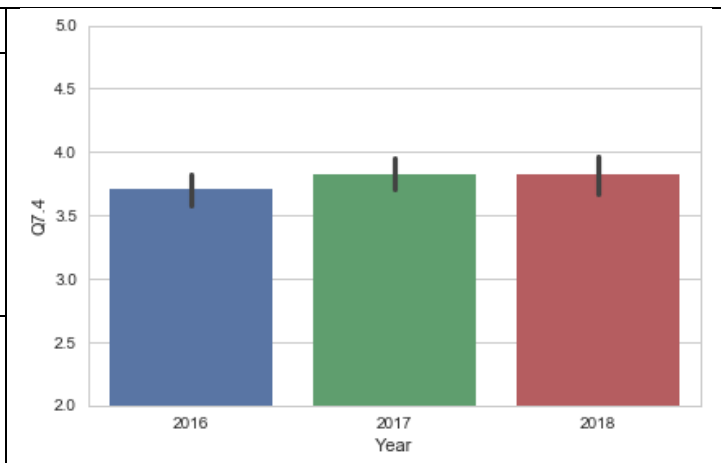
7.3 To what extent do you agree/disagree that MTSU should adopt merit pay raises?

7.3	2016	2017	2018	Total
(5) Strongly Agree	10.9%	13.0%	25.8%	15.6%
(4) Agree	10.4%	11.3%	19.0%	13.0%
(3) Neutral	30.7%	25.2%	21.5%	26.2%
(2) Disagree	25.9%	26.2%	17.9%	23.9%
(1) Strongly disagree	22.1%	24.3%	15.8%	21.3%
Not Answered	25	27	14	66
Average	2.621	2.625	3.211^{AB}	2.778
Grand Total	400	435	293	1128



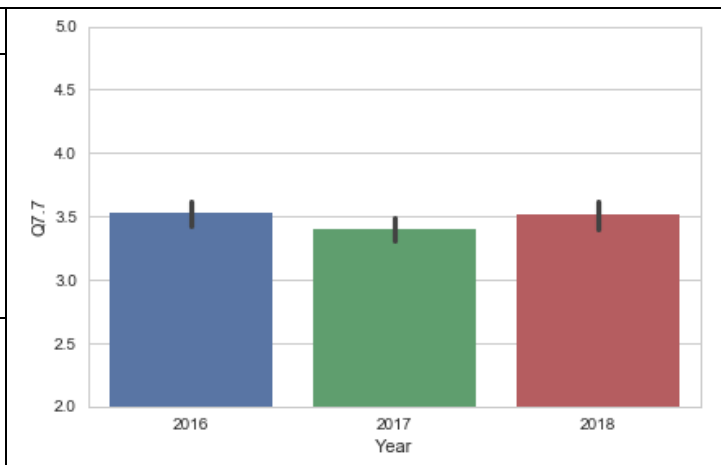
7.4 To what extent do you agree/disagree that MTSU has given equitable cost of living pay raises?

7.4	2016	2017	2018	Total
(5) Strongly Agree	31.4%	38.8%	40.7%	36.7%
(4) Agree	33.2%	30.5%	28.9%	31.1%
(3) Neutral	18.5%	15.6%	11.4%	15.5%
(2) Disagree	8.2%	4.9%	9.3%	7.2%
(1) Strongly disagree	8.7%	10.2%	9.6%	9.5%
Not Answered	21	25	13	59
Average	3.704	3.827	3.818	3.781
Grand Total	400	435	293	1128



7.7 How well does this university recognize faculty for their achievements?

7.7	2016	2017	2018	Total
(5) Extremely well	1.6%	2.2%	1.1%	1.7%
(4) Very well	11.6%	12.8%	10.8%	11.8%
(3) Moderately well	39.0%	41.4%	40.6%	40.3%
(2) Slightly well	28.5%	29.6%	30.6%	29.5%
(1) Not well at all	19.4%	14.0%	16.9%	16.7%
Not Answered	28	29	15	72
Average	2.476	2.596	2.486	2.525
Grand Total	400	435	293	1128

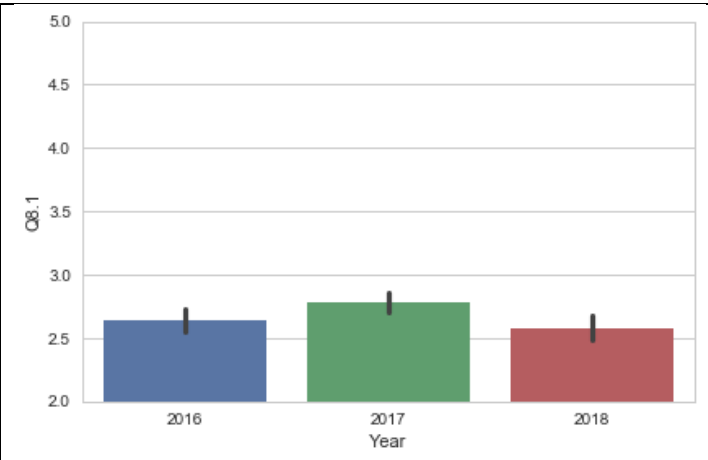


8. FACULTY ENVIRONMENT

Section 8: Three Year Comparisons

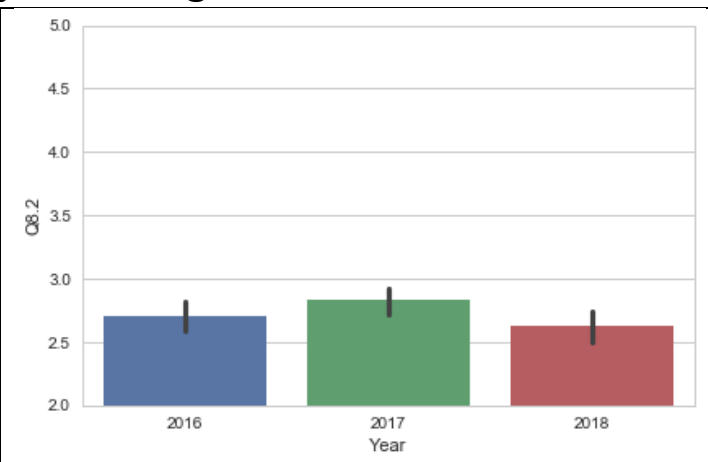
8.1 How would you characterize overall faculty morale at MTSU?

8.1	2016	2017	2018	Total
(5) Excellent	2.2%	0.8%	0.4%	1.2%
(4) Above Average	10.9%	15.1%	13.3%	13.1%
(3) Average	46.6%	52.2%	42.6%	47.7%
(2) Poor	29.2%	25.7%	31.5%	28.5%
(1) Very Poor	11.2%	6.2%	12.2%	9.6%
Not Answered	33	50	23	106
Average	2.638	2.784	2.581^B	2.678
Grand Total	400	435	293	1128



8.2 How would you characterize overall faculty morale in your college/school?

8.2	2016	2017	2018	Total
(5) Excellent	6.2%	5.0%	2.2%	4.7%
(4) Above Average	16.6%	21.6%	19.3%	19.2%
(3) Average	34.6%	36.7%	32.8%	34.9%
(2) Poor	26.5%	24.9%	29.9%	26.8%
(1) Very Poor	16.1%	11.8%	15.7%	14.4%
Not Answered	27	37	19	83
Average	2.702	2.832	2.624^B	2.731
Grand Total	400	435	293	1128

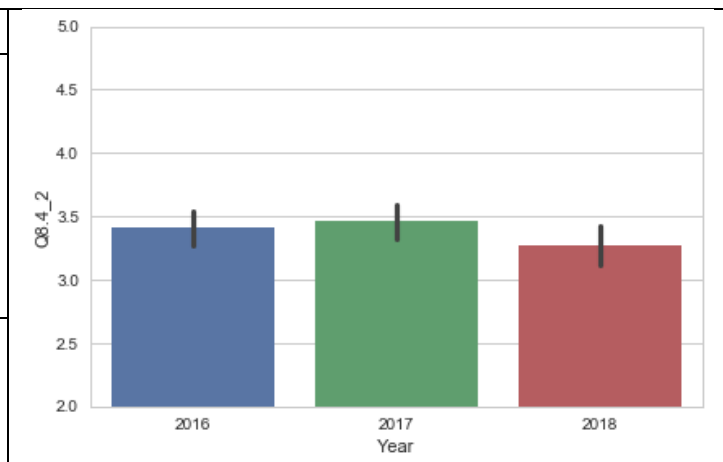


8.3 If you had a variety of professional options, would you prefer to:

8.3	2016	2017	2018	Total
Remain at MTSU with little or no change	30.2%	34.9%	32.1%	32.5%
Remain at MTSU with significant change	27.2%	29.4%	29.6%	28.7%
Move to another institution	23.4%	21.9%	26.6%	23.7%
Move to nonacademic employment	4.9%	3.5%	3.6%	4.0%
No opinion	14.4%	10.2%	8.0%	11.1%
Not Answered	32	34	19	85
Grand Total	400	435	293	1128

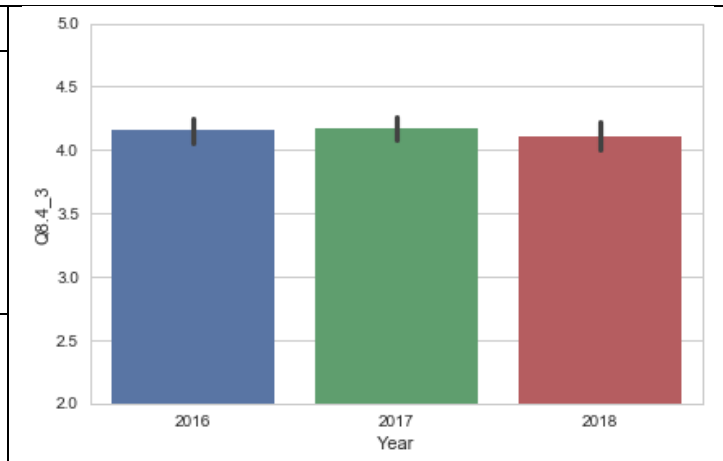
8.4_2 The opportunities currently provided by MTSU to concentrate on what you do best.

8.4_2	2016	2017	2018	Total
(5) Very Satisfied	33.3%	34.9%	29.2%	32.9%
(4) Satisfied	10.8%	11.9%	12.0%	11.5%
(3) Neutral	25.8%	24.3%	23.4%	24.6%
(2) Dissatisfied	23.4%	22.3%	27.0%	23.9%
(1) Very Dissatisfied	6.7%	6.7%	8.4%	7.1%
Not Answered	28	31	19	78
Average	3.406	3.460	3.266	3.390
Grand Total	400	435	293	1128



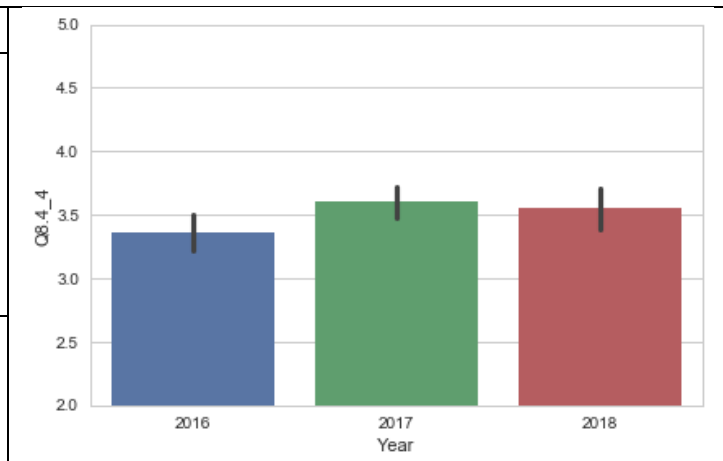
8.4_3 The degree of academic freedom you have within the classroom.

8.4_3	2016	2017	2018	Total
(5) Very Satisfied	42.9%	42.1%	37.7%	41.2%
(4) Satisfied	39.9%	41.6%	44.9%	41.9%
(3) Neutral	8.9%	10.0%	12.0%	10.1%
(2) Dissatisfied	6.5%	4.0%	1.8%	4.3%
(1) Very Dissatisfied	1.9%	2.3%	3.6%	2.5%
Not Answered	29	36	17	82
Average	4.154	4.173	4.112	4.150
Grand Total	400	435	293	1128



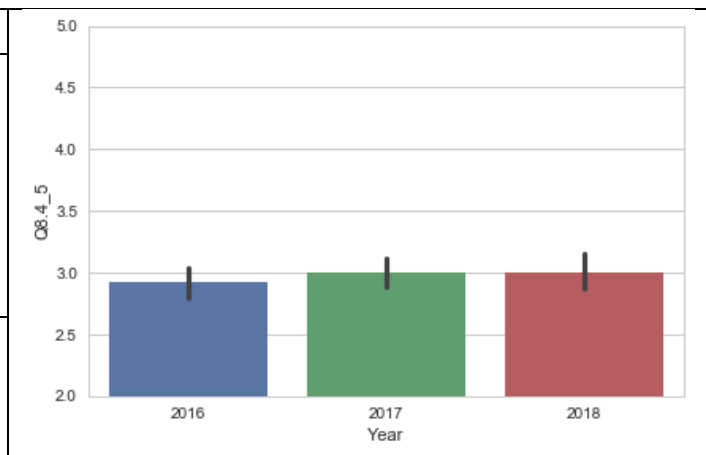
8.4_4 The amount of freedom you have at MTSU to express your opinions regarding University policies and procedures.

8.4_4	2016	2017	2018	Total
(5) Very Satisfied	32.1%	35.4%	37.2%	34.7%
(4) Satisfied	11.1%	17.1%	14.1%	14.2%
(3) Neutral	25.2%	25.9%	24.2%	25.2%
(2) Dissatisfied	23.8%	15.3%	16.4%	18.6%
(1) Very Dissatisfied	7.8%	6.3%	8.2%	7.3%
Not Answered	39	37	24	100
Average	3.360	3.601^A	3.558	3.505
Grand Total	400	435	293	1128



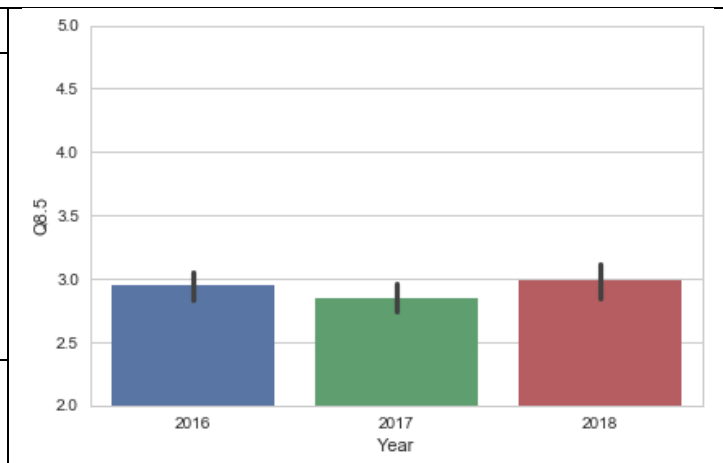
8.4_5 MTSU policies interfere with my ability to perform appropriate professional responsibilities.

8.4_5	2016	2017	2018	Total
(5) Very Satisfied	14.6%	15.0%	14.1%	14.6%
(4) Satisfied	2.7%	4.5%	3.8%	3.7%
(3) Neutral	52.7%	52.9%	59.2%	54.4%
(2) Dissatisfied	19.7%	20.7%	14.6%	18.8%
(1) Very Dissatisfied	10.2%	7.0%	8.5%	8.5%
Not Answered	106	121	80	307
Average	2.918	2.997	3.005	2.971
Grand Total	400	435	293	1128



8.5 How likely are you to advise a newly graduated peer to pursue a position at MTSU?

8.5	2016	2017	2018	Total
(5) Extremely unlikely	7.6%	6.2%	7.3%	7.0%
(4) Unlikely	31.3%	37.2%	29.5%	33.0%
(3) Neither likely nor unlikely	31.5%	31.0%	32.0%	31.5%
(2) Likely	17.9%	16.5%	19.6%	17.9%
(1) Extremely likely	11.7%	9.0%	11.6%	10.7%
Not Answered	32	48	18	98
Average	3.052	3.150	3.011	3.078
Grand Total	400	435	293	1128

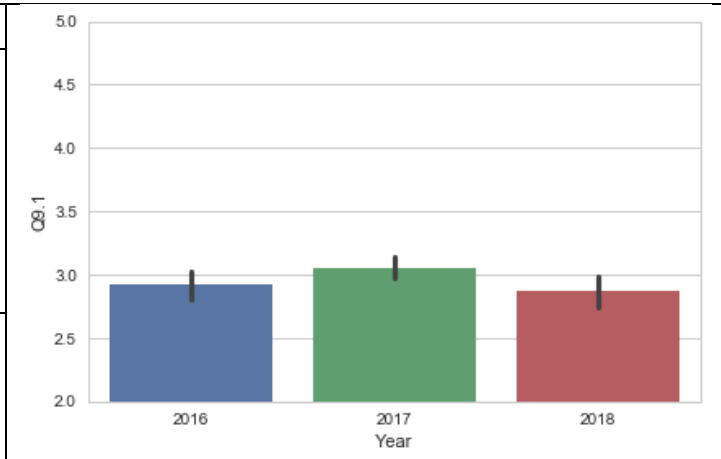


9. DEMOGRAPHICS AND FINAL QUESTIONS

Section 9: Three Year Comparisons

9.1 Over the past year, as an institution, MTSU has been moving in the right direction.

9.1	2016	2017	2018	Total
(5) Strongly Agree	2.9%	1.8%	3.4%	2.6%
(4) Agree	32.2%	33.2%	28.5%	31.6%
(3) Neutral	29.5%	40.0%	28.8%	33.3%
(2) Disagree	24.7%	18.7%	30.3%	23.9%
(1) Strongly disagree	10.7%	6.2%	9.0%	8.6%
Not Answered	27	50	26	103
Average	2.920	3.057	2.869^B	2.958
Grand Total	400	435	293	1128



9.3 Please indicate your gender.

9.3 Gender	2016	2017	2018	Total
Male	54.4%	48.5%	51.0%	51.3%
Female	45.6%	51.5%	49.0%	48.7%
Not Answered	51	64	36	151
Grand Total	400	435	293	1128

9.4 Are you tenured?

9.4 Tenured	2016	2017	2018	Total
Yes	66.5%	63.4%	64.8%	64.8%
No	33.5%	36.6%	35.2%	35.2%
Not Answered	39	53	32	124
Grand Total	400	435	293	1128

9.5 Please indicate your current rank.

9.5 Current Rank	2016	2017	2018	Total
Instructor	12.5%	14.6%	14.3%	13.8%
Assistant Professor	19.5%	20.2%	21.7%	20.3%
Associate Professor	22.6%	24.0%	20.5%	22.6%
Full Professor	45.4%	41.2%	43.4%	43.3%
Not Answered	41	64	35	140
Grand Total	400	435	293	1128

Appendix A: ANOVA and Tukey HSD Test (for year to year comparisons)

Question	F	Sig.	Mean Difference			Significance		
			16-17	16-18	17-18	16-17	16-18	17-18
Q1.1_1	2.98	0.051	-0.182	0.02	0.202	0.101	0.977	0.091
Q1.1_2	8.692	0	-0.348	-0.169	0.178	0	0.142	0.123
Q1.1_3	4.442	0.012	-0.291	-0.135	0.156	0.008	0.414	0.291
Q1.1_4	0.371	0.69	-0.058	0.017	0.076	0.808	0.983	0.7
Q1.1_5	2.019	0.134	-0.178	-0.184	-0.006	0.177	0.219	0.998
Q1.1_6	0.726	0.484	-0.116	-0.076	0.04	0.457	0.748	0.92
Q1.3_1	1.522	0.219	-0.138	0.033	0.171	0.354	0.952	0.256
Q1.3_2	1.238	0.29	-0.133	-0.066	0.067	0.258	0.756	0.744
Q1.3_3	1.191	0.304	-0.093	0.065	0.158	0.601	0.816	0.289
Q1.4	4.184	0.015	-0.201	-0.109	0.091	0.011	0.331	0.444
Q1.6_4	20.056	0	-0.422	-0.518	-0.097	0	0	0.517
Q1.6_5	4.139	0.016	-0.135	-0.253	-0.118	0.21	0.012	0.358
Q1.6_6	7.018	0.001	-0.296	-0.297	-0.001	0.002	0.007	1
Q2.1	4.666	0.01	-0.161	-0.014	0.147	0.015	0.975	0.05
Q2.2	0.373	0.689	-0.028	-0.054	-0.027	0.88	0.666	0.902
Q2.3	0.101	0.904	-0.032	-0.006	0.026	0.906	0.998	0.945
Q2.4	0.496	0.609	-0.074	-0.025	0.049	0.59	0.95	0.825
Q2.6	2.282	0.103	-0.068	-0.205	-0.136	0.714	0.086	0.326
Q3.1	1.413	0.244	-0.067	-0.112	-0.045	0.52	0.228	0.784
Q3.2	0.03	0.97	-0.017	-0.013	0.005	0.969	0.986	0.998
Q3.3	0.212	0.809	0.001	-0.047	-0.047	1	0.837	0.826
Q3.4	0.37	0.691	-0.06	-0.011	0.05	0.696	0.99	0.812
Q4.1	0.149	0.862	-0.043	-0.046	-0.003	0.884	0.889	0.999
Q4.2	0.112	0.894	0.041	0.018	-0.023	0.885	0.98	0.969
Q4.3	0.554	0.575	-0.051	-0.097	-0.047	0.82	0.549	0.868
Q4.4	0.572	0.564	-0.103	-0.09	0.013	0.574	0.702	0.992
Q5.1	0.132	0.877	-0.025	0.014	0.039	0.937	0.984	0.875

Question			Mean Difference			Significance		
	F	Sig.	16-17	16-18	17-18	16-17	16-18	17-18
Q5.2	1.488	0.226	0.001	-0.11	-0.111	1	0.285	0.268
Q5.3	1.668	0.189	0.124	0.094	-0.03	0.179	0.438	0.915
Q5.4	0.763	0.467	-0.004	-0.098	-0.094	0.999	0.507	0.524
Q5.5	10.468	0	-0.189	-0.41	-0.221	0.053	0	0.033
Q5.6	0.111	0.895	-0.022	-0.041	-0.02	0.96	0.886	0.973
Q6.1_1	1.466	0.231	0.11	-0.033	-0.143	0.392	0.932	0.26
Q6.1_2	2.839	0.059	0.177	0.13	-0.047	0.053	0.27	0.836
Q6.2	0.738	0.478	-0.056	0.038	0.094	0.73	0.884	0.461
Q6.3	1.45	0.235	-0.131	-0.11	0.021	0.239	0.433	0.969
Q6.4	0.594	0.552	-0.042	0.047	0.089	0.848	0.842	0.522
Q7.1	1.309	0.27	0.031	0.147	0.116	0.928	0.261	0.427
Q7.2	4.379	0.013	0.082	0.233	0.151	0.489	0.009	0.131
Q7.3	20.523	0	-0.004	-0.59	-0.586	0.999	0	0
Q7.4	1.067	0.345	-0.122	-0.113	0.009	0.369	0.496	0.995
Q7.7	1.835	0.16	0.12	0.01	-0.11	0.189	0.991	0.302
Q8.1	5.066	0.006	-0.147	0.056	0.203	0.05	0.694	0.008
Q8.2	3.259	0.039	-0.129	0.078	0.208	0.215	0.628	0.036
Q8.3	3.268	0.038	0.215	0.203	-0.012	0.049	0.112	0.992
Q8.4_2	1.744	0.175	-0.054	0.139	0.194	0.839	0.392	0.155
Q8.4_3	0.341	0.711	-0.019	0.041	0.061	0.957	0.846	0.69
Q8.4_4	3.42	0.033	-0.24	-0.198	0.043	0.033	0.152	0.911
Q8.4_5	0.549	0.577	-0.078	-0.086	-0.008	0.64	0.644	0.996
Q8.5	1.444	0.237	0.098	-0.041	-0.139	0.438	0.888	0.245
Q9.1	3.231	0.04	-0.138	0.051	0.188	0.141	0.802	0.048
Q9.3	1.269	0.282	-0.059	-0.035	0.025	0.251	0.676	0.817
Q9.4	0.399	0.671	-0.031	-0.017	0.014	0.645	0.896	0.929
Q9.5	0.698	0.498	0.089	0.078	-0.011	0.511	0.654	0.991

Note: In red are mean differences and p-values that are significant at a level of <0.05