

# MTSU Faculty Survey

## MTSU Faculty Survey

*A joint project of the executive committees of the Faculty Senate and the Chairs Council, this survey provides the faculty a formal opportunity to contribute opinions on major aspects of academic life: Teaching, Research or Creative Works, Academic Services, and the Work Environment. This information helps your Faculty Senate and the Chairs to better represent and address your concerns. We hope to see this survey conducted on an annual basis and thus aid in tracking the direction the University takes with respect to faculty, facilities, and academic development.*

*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 the administration.*

*The value of this survey increases with the number of respondents, so please take the few minutes necessary to mark share opinions. Your response counts, and it helps us help you. Please answer the survey now!*

For additional questions or comments, please email one of your representatives listed below:

Dr. Tricia Farwell, 2015-16 President of the Faculty Senate ([tricia.farwell@mtsu.edu](mailto:tricia.farwell@mtsu.edu))

Dr. Mary Martin, 2016-17 President of the Faculty Senate ([mary.martin@mtsu.edu](mailto:mary.martin@mtsu.edu))

Dr. Stephen Morris, 2015-16 Chair of the Chairs Council ([stephen.morris@mtsu.edu](mailto:stephen.morris@mtsu.edu))

Dr. Charlie Apigian, 2016-17 Chair of the Chairs Council ([charles.apigian@mtsu.edu](mailto:charles.apigian@mtsu.edu))

## 1. EVALUTIONS OF UNIVERSITY ADMINISTRATION

**1.1. Please click the option that best indicates your opinion of the overall effectiveness of the following MTSU personnel.** Scale of 1-5 with 1 being not effective and 5 being highly effective.

	1	2	3	4	5	NA
President (McPhee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost (Bartel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VP for Student Services (Sells)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interim VP for Business and Finance (Thomas)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VP for ITD (Petryshak)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VP Marketing and Communications (Oppman)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 1.2.

What two issues should **MTSU leadership address/resolve** within the next year to support the educational mission?

1.3. Please click the option that best indicates your level of agreement to the following statements pertaining to **your college and department** with **1 being strongly disagree** and **5 being strongly agree**.

	1	2	3	4	5	NA
The Dean of our college is effective at raising funds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college advisors in our college are highly effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leadership within our department is highly effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

Highly ineffective	Ineffective	Neutral	Effective	Highly Effective
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1.5. What constructive suggestions do you have for the **Dean** of your college.

1.6. Please click the option that best indicates your level of agreement to the following statements pertaining to **Faculty Senate** with **1 being strongly disagree** and **5 being strongly agree**.

	1	2	3	4	5	NA
The Faculty Senate functions effectively as an agent of change in the process of shared governance on the MTSU campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of the Faculty Senate communicates effectively with his/her constituencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

1.7. What suggestions do you have for items which the **Faculty Senate** should explore?

2. FACULTY TEACHING AND WORKLOAD

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

No importance	Little importance	Somewhat important	Important	Very important	NA
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2.2. How much emphasis do faculty leaders and administrators at MTSU place on **effective teaching** for career advancement?

None	Too little	Just right	Too much	Excessive	NA
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2.3. Are you provided with adequate and appropriate **resources to teach** effectively at MTSU?

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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2.4. Do faculty leaders and administrators have adequate and appropriate **assessment** measures to use in the evaluation of effective teaching?

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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2.5. What is your normal **teaching load**? (Example: 3/3 for 3 classes in the Fall, 3 classes in the Spring)

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

Not at all	A little	Somewhat	A lot	Very much	NA
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2.7. Any additional comments related to **teaching**?

3. FACULTY RESEARCH

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

No importance	Little importance	Somewhat important	Important	Very important	NA
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3.2. How much emphasis do faculty leaders and administrators at MTSU place on **research or creative work** for career advancement?

None	Too little	Just right	Too much	Excessive	NA
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3.3. Are you provided adequate **time** and **resources** to conduct research or creative work at MTSU?

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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3.4. Do faculty leaders and administrators have adequate and appropriate **assessment** measures to use in the evaluation of research or creative work?

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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3.5. What **additional resources** are needed to improve your research/creative activity? Be specific.

4. FACULTY TRAVEL

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

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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4.2. Are you provided with adequate **resources** to participate in professional development activities?

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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4.3. Are you encouraged to **participate** in regional and national professional meetings?

Not at all	A little	Somewhat	A lot	Very much so	NA
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4.4. At what level are you **reimbursed** for travel expenses?

<20%	20 up to 50%	50 up to 80%	80 up to 95%	> 95%	NA
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4.5. How many professional conferences have you **attended** in the last academic year?

4.6. Of the conferences you attended last year how many were funded?

4.7. Ideally, how many conferences do you believe you would **attend** in the next five years if funding were not an obstacle?

## 5. FACULTY INSTITUTIONAL SERVICE AND RESOURCES

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

No importance	Little importance	Somewhat important	Important	Very important	NA
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5.2. How much **emphasis** do administrators at MTSU place on institutional service for career advancement?

None	Too little	Just right	Too much	Excessive	NA

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

Very inadequate      Inadequate      Neutral      Adequate      Better than adequate      NA

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

Very inadequate      Inadequate      Neutral      Adequate      Better than adequate      NA

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

Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	NA
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5.6. How satisfied are you with the **technology in the classroom**?

Extremely dissatisfied	Dissatisfied	Neutral	Satisfied	Extremely satisfied	NA
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## 6. FACULTY TENURE AND PROMOTION

6.1. Please answer your **level of satisfaction** to the following statements.

[illegible]

6.2. Is the **tenure** process in your college fair?

Extremely unfair	Unfair	Neutral	Fair	Extremely Fair	NA
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6.3. Are the **expectations** for tenure clearly known and formally documented for your college?

Very poorly defined	Not well defined	Neutral	Well defined	Very well defined	NA
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6.4. Is the **promotion** process in your college fair?

Extremely unfair	Unfair	Neutral	Fair	Extremely Fair	NA
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6.5. Are there any specific issues or concerns with the **tenure and promotion process** at MTSU?

7. FACULTY COMPENSATION AND RECOGNITION

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

Very Unfairly	Unfairly	Neutral	Fair	Very fair	No Opinion
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7.2. Do you feel that you are fairly **compensated** with respect to disciplinary **national standards**?

Very Unfairly	Unfairly	Neutral	Fair	Very fair	No Opinion
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7.3. To what extent do you agree/disagree that MTSU should adopt **merit pay raises**?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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7.4. To what extent do you agree/disagree that MTSU has given equitable **cost of living pay raises**?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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7.5. What is the **best** thing about being a faculty member at MTSU?

7.6. What would you like to see **improved** for faculty at MTSU?

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

Extremely well

Very well

Moderately well

Slightly well

Not well at all

8. FACULTY ENVIRONMENT

8.1. > How would you characterize overall **faculty morale** at **MTSU**?

Very poor

Poor

Average

Above average

Excellent

No opinion

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

Very poor

Poor

Average

Above average

Excellent

No opinion

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

- Remain at MTSU with little or no change in duties
- Remain at MTSU with significant change in duties
- Move to another institution
- Move to nonacademic employment
- No opinion

8.4. Please select the option that best indicates your level of **satisfaction**:

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	No opinion
The opportunities currently provided by MTSU to concentrate on what you do best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree of academic freedom you have within the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of freedom you have at MTSU to express your opinions regarding University policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MTSU policies interfere with my ability to perform appropriate professional responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Extremely likely

Likely

Neither likely nor unlikely

Unlikely

Extremely unlikely

No opinion

8.6. If there was **one thing** that you could **change** about your situation at MTSU, what would it be?

9. DEMOGRAPHICS AND FINAL QUESTIONS

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

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

9.2. What would you most like Dr. McPhee **to do** as president of the University?

9.3. Please indicate your **gender**.

Male

Female

9.4. Are you **tenured**?

Yes

No

9.5. Please indicate your **current rank**.

Instructor

Assistant Professor

Associate Professor

Full Professor

9.6. How many **years** have you been at MTSU?



