



2016-17 MTSU Faculty Survey Report

The following is a summary of the results 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, hosted by Qualtrics, to fill out the survey. Several reminders were given to faculty and in the end a total of 423 valid responses were gathered, which resulted in a **44.4%** response rate (423 of 953 total full-time faculty). This report is given to show the summary of the quantitative questions in the survey. All comments are being aggregated and compiled to aid in identifying areas of actionable topics to review and analyze for the 2017-18 academic year.

The results are organized into 9 sections and indicate the valid percentage for each question, as well as a mean score if applicable. Valid percentage excludes the respondents that did not answer that particular question. Therefore, if a question had 20 individuals that chose to not answer the question, the valid percentage would be based on 403 respondents (423 total respondents – 20 that did not answer).

The organization of this report is as follows:

1. EVALUATIONS 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

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.

The Chairs' Council and the Faculty Senate are strongly committed to conducting this survey annually. While a good first attempt, this survey can be improved. If you have concrete suggestions, if you wish to work on future iterations of the survey, or If you have questions, please contact either:

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

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

Note: Since non-numeric data is more complicated and time consuming to analyze, the summary of comments will progress over the summer.

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.

1. EVALUTIONS OF UNIVERSITY ADMINISTRATION

		Highly Ineffective	Ineffective	Neutral	Effective	Highly Effective	Valid Responses	Not Answered	Mean
1.1_1	Overall effectiveness for President	10.6%	17.3%	24.7%	30.9%	16.5%	405	18	3.25
1.1_2	Overall effectiveness for Provost	4.3%	7.5%	25.7%	36.4%	26.0%	346	77	3.72
1.1_3	Overall effectiveness for VP for Student Services	8.8%	12.1%	27.0%	31.9%	20.2%	307	116	3.43
1.1_4	Overall effectiveness for Interim VP for Business and Finance	2.9%	7.9%	30.7%	39.4%	19.1%	241	182	3.64
1.1_5	Overall effectiveness for VP for ITD	13.3%	13.9%	29.8%	28.8%	14.2%	309	114	3.17
1.1_6	Overall effectiveness for VP Marketing and Communications	9.1%	13.0%	26.9%	34.7%	16.2%	308	115	3.36
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Valid Responses	Not Answered	Mean
1.3_1	The Dean of our college is effective at raising funds.	10.6%	13.3%	23.0%	29.1%	23.9%	330	93	3.42
1.3_2	The college advisors in our college are highly effective.	5.4%	7.2%	17.8%	32.0%	37.5%	387	36	3.89
1.3_3	The leadership within our department is highly effective.	10.1%	9.1%	14.9%	23.0%	42.9%	417	6	3.80
		Highly Ineffective	Ineffective	Neutral	Effective	Highly Effective	Valid Responses	Not Answered	
1.4	How effective is the advising system at supporting the academic mission of MTSU and the retention	2.2%	8.7%	21.7%	47.2%	20.2%	415	8	2.37

		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Valid Responses	Not Answered	Mean
1.6_4	The Faculty Senate functions effectively as an agent of change in the process of shared governance on the MTSU campus.	6.1%	12.0%	30.1%	33.9%	17.9%	392	31	3.45
1.6_5	Members of the Faculty Senate communicates effectively with his/her constituencies.	3.5%	10.1%	20.7%	30.9%	34.8%	405	18	3.83
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.	6.2%	10.9%	22.3%	32.6%	28.0%	386	37	3.65

2. FACULTY TEACHING AND WORKLOAD

2.1	How would you rate the importance of teaching performance to your career development?	0.7%	1.9%	5.6%	28.1%	63.7%	413	10	4.52
		None	Too little	Just right	Too much	Excessive	Valid Responses	Not Answered	Mean
2.2	How much emphasis do faculty leaders and administrators at MTSU place on effective teaching for career advancement?	2.5%	30.3%	55.2%	8.6%	3.4%	406	17	2.80
		Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	Valid Responses	Not Answered	Mean
2.3	Are you provided with adequate and appropriate resources to teach effectively at MTSU?	4.3%	19.2%	17.1%	45.2%	14.2%	416	7	3.46
2.4	Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of effective teaching?	12.4%	36.1%	23.7%	24.9%	2.9%	410	13	2.70
		Very much	A lot	Somewhat	A little	Not at all	Valid Responses	Not Answered	Mean
2.5	Do current faculty teaching loads hinder the University's research mission?	33.2%	25.3%	25.8%	7.5%	8.2%	388	35	2.32

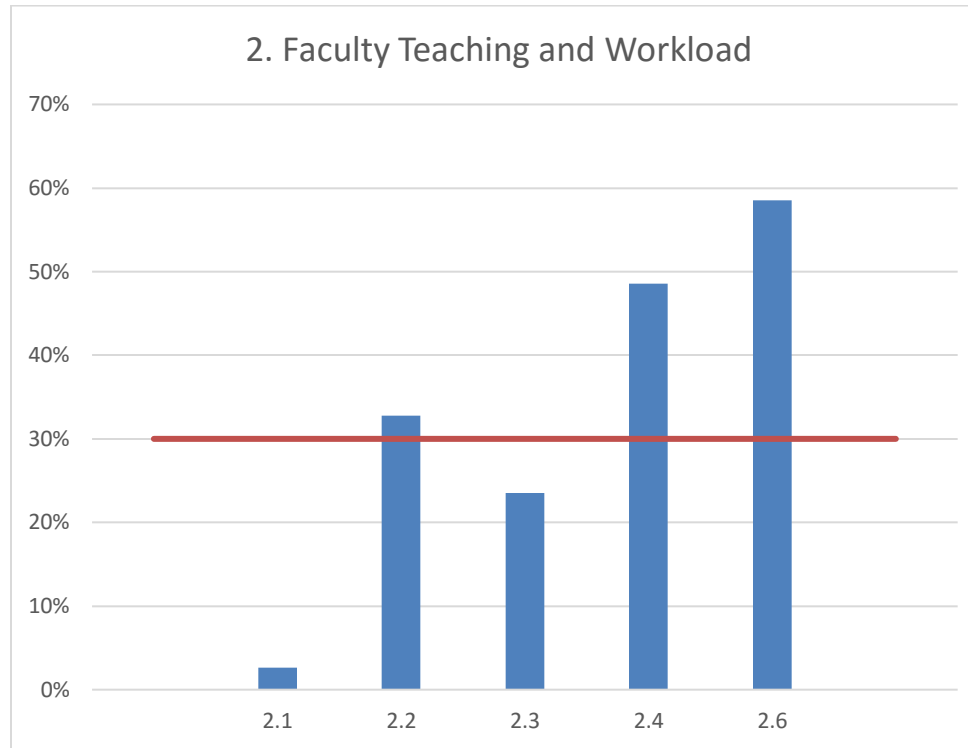


Figure 1: Total percentages of dissatisfaction for Section 2

- 2.1 Teaching Performance is important to my career development (2.7% saying no or some importance)
- 2.2 Faculty leaders and administrators at MTSU put appropriate emphasis on effective teaching for career advancement (32.8% saying none or too little)
- 2.3 Faculty at MTSU have adequate and appropriate resources needed to teach effectively (23.6% saying very inadequate or inadequate)
- 2.4 Faculty leaders and administrators have adequate and appropriate assessment measures of teaching (48.5% saying very inadequate or inadequate)
- 2.5 Current teaching loads hinder the University's research mission (58.5% saying a very much or a lot)

3. FACULTY RESEARCH

		No importance	Little importance	Somewhat important	Important	Very important	Valid Responses	Not Answered	Mean
3.1	How would you rate the importance of research or creative work to your professional development?	1.3%	2.8%	14.0%	34.3%	47.8%	400	23	4.25
		None	Too little	Just right	Too much	Excessive	Valid Responses	Not Answered	Mean
3.2	How much emphasis do faculty leaders and administrators at MTSU place on research or creative work for career advancement?	2.6%	32.8%	37.5%	18.3%	8.8%	387	36	2.98
		Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	Valid Responses	Not Answered	Mean
3.3	Are you provided adequate time and resources to conduct research or creative work at MTSU?	31.8%	40.3%	14.4%	12.3%	1.3%	390	33	2.11
3.4	Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of research or creative work?	16.1%	31.3%	31.1%	20.5%	1.1%	380	43	2.59

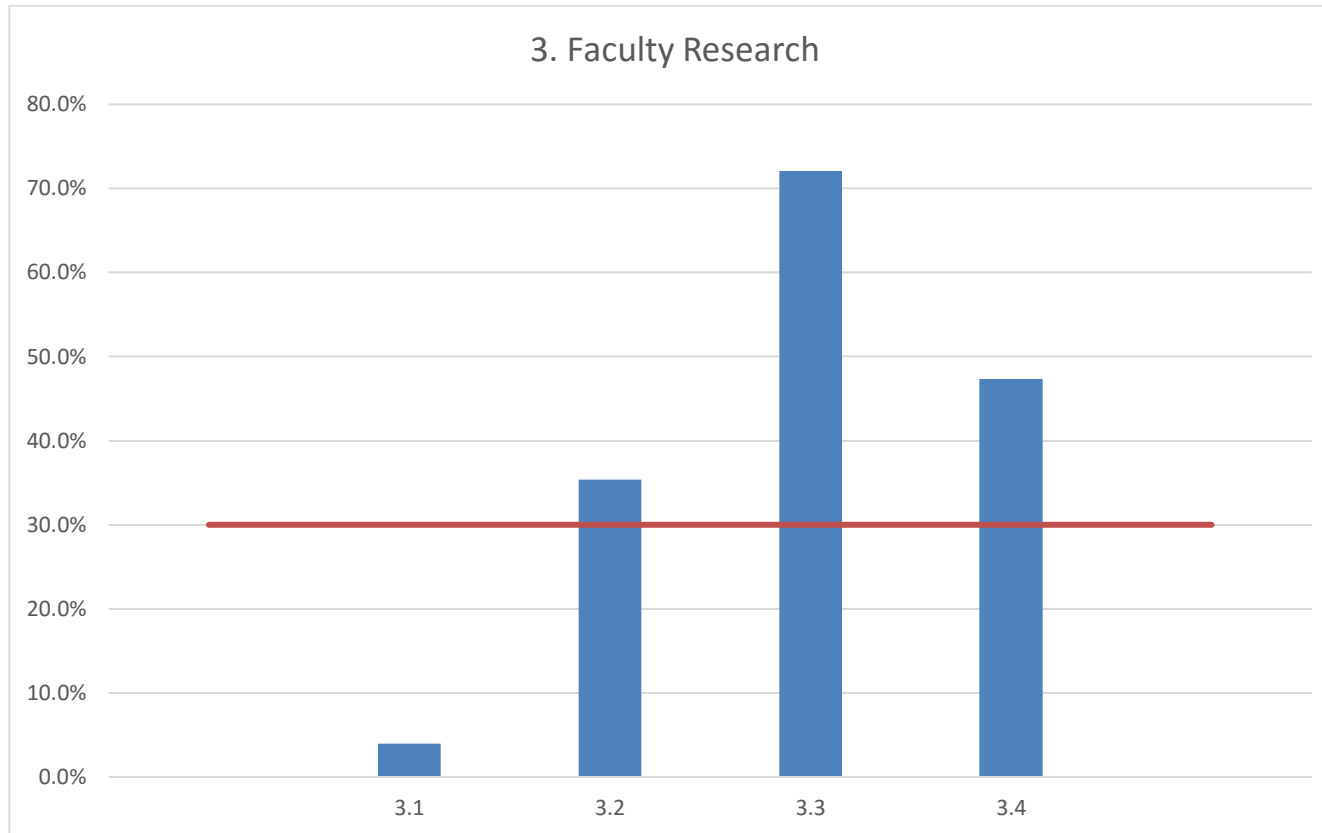


Figure 2: Total percentages of dissatisfaction for Section 3

- 3.1 Research and/or creative work is important to my career development (4.0% saying no or some importance)
- 3.2 Faculty leaders and administrators at MTSU put appropriate emphasis on research/creative work for career advancement (35.4% saying none or too little)
- 3.3 Faculty at MTSU have adequate and appropriate resources needed to conduct research/creative work (72.1% saying very inadequate or inadequate)
- 3.4 Faculty leaders and administrators have adequate and appropriate assessment measures of research/creative work (47.4% saying very inadequate or inadequate)

4. FACULTY TRAVEL

		Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	Valid Responses	Not Answered	Mean
4.1	Are you provided with adequate resources to travel to meetings to present your work?	20.7%	29.5%	17.1%	25.9%	6.7%	386	37	2.68
4.2	Are you provided with adequate resources to participate in professional development activities?	18.2%	29.5%	19.7%	26.7%	5.9%	390	33	2.73
		Not at all	A little	Somewhat	A lot	Very much so	Valid Responses	Not Answered	Mean
4.3	Are you encouraged to participate in regional and national professional meetings?	12.2%	15.1%	41.6%	17.3%	13.8%	390	33	3.05
		<20%	20 up to 50%	50 up to 80%	80 up to 95%	> 95%			
4.4	At what level are you reimbursed for travel expenses?	11.3%	18.0%	27.0%	18.6%	25.0%	344	79	

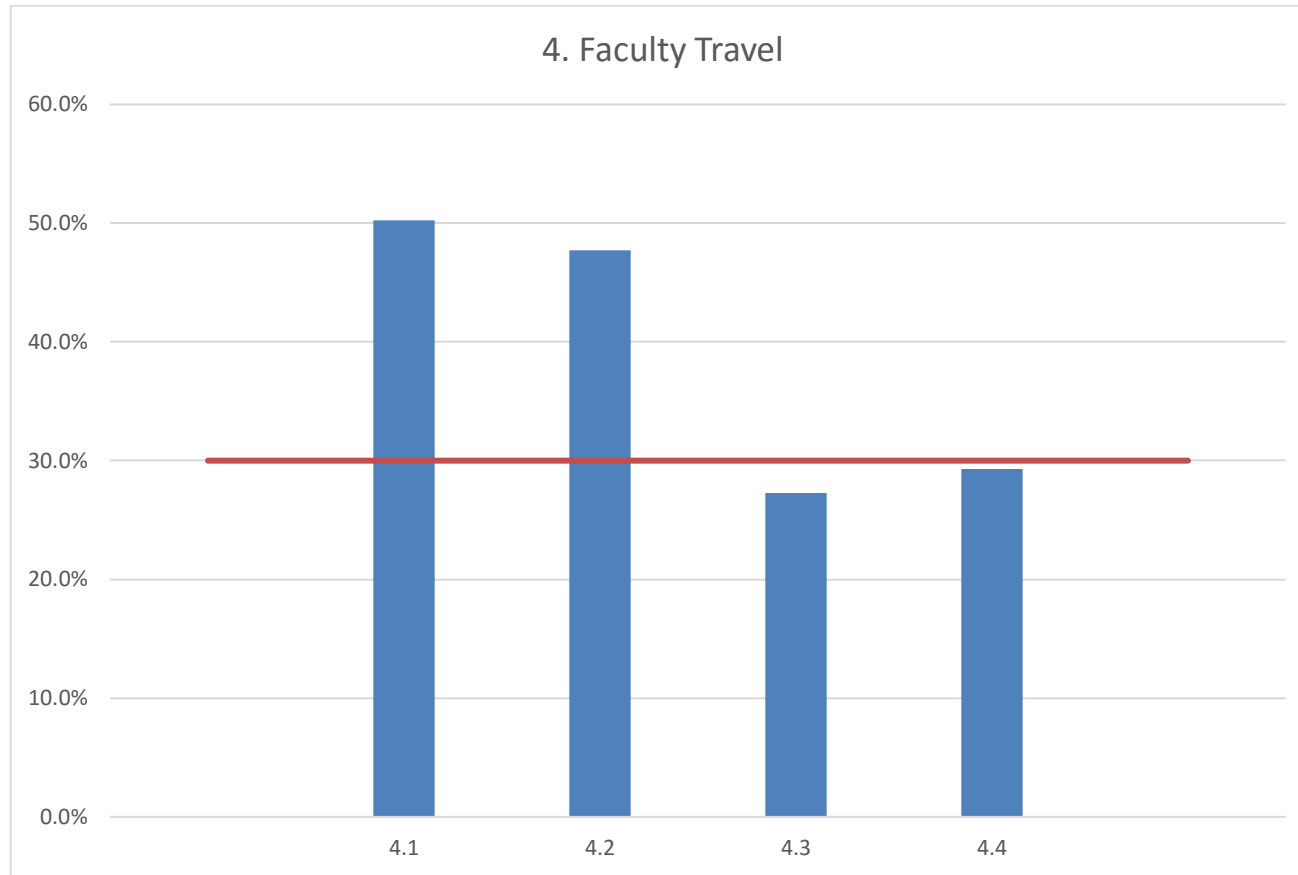


Figure 3: Total percentages of dissatisfaction for Section 4

- 4.1 Adequate resources are provided to travel to meetings to present faculty work. (50.3% saying very inadequate or inadequate)
- 4.2 Adequate resources are provided to participate in professional development activities. (47.7% saying very inadequate or inadequate)
- 4.3 Faculty at MTSU are encouraged to participate in regional and national professional meetings. (27.3% saying not at all or very little)
- 4.4 Faculty at MTSU are reimbursed at least 50% of their travel. (29.3% saying <50%)

5. FACULTY INSTITUTIONAL SERVICE AND RESOURCES

		No importance	Little importance	Somewhat important	Important	Very important	Valid Responses	Not Answered	Mean
5.1	How would you rate the importance of institutional service for your career development?	3.5%	11.3%	33.2%	40.1%	11.8%	397	26	3.45
		None	Too little	Just right	Too much	Excessive	Valid Responses	Not Answered	Mean
5.2	How much emphasis do administrators at MTSU place on institutional service for career advancement?	8.6%	22.8%	52.9%	12.6%	3.1%			
		Very inadequate	Inadequate	Neutral	Adequate	Better than adequate	Valid Responses	Not Answered	Mean
5.3	Are you provided adequate time and resources to engage in institutional service at MTSU?	11.7%	35.0%	32.9%	20.2%	0.3%	386	37	2.62
5.4	How adequate are your teaching and office environment for conducting your work?	5.3%	16.3%	17.8%	46.1%	14.5%	399	24	3.48
5.5	How adequate is your computing equipment for conducting your work?	7.5%	16.0%	19.5%	44.1%	13.0%	401	22	3.39
		Extremely dissatisfied	Dissatisfied	Neutral	Satisfied	Extremely satisfied	Valid Responses	Not Answered	Mean
5.6	How satisfied are you with the technology in the classroom?	7.8%	24.6%	19.2%	40.5%	7.8%	395	28	3.16

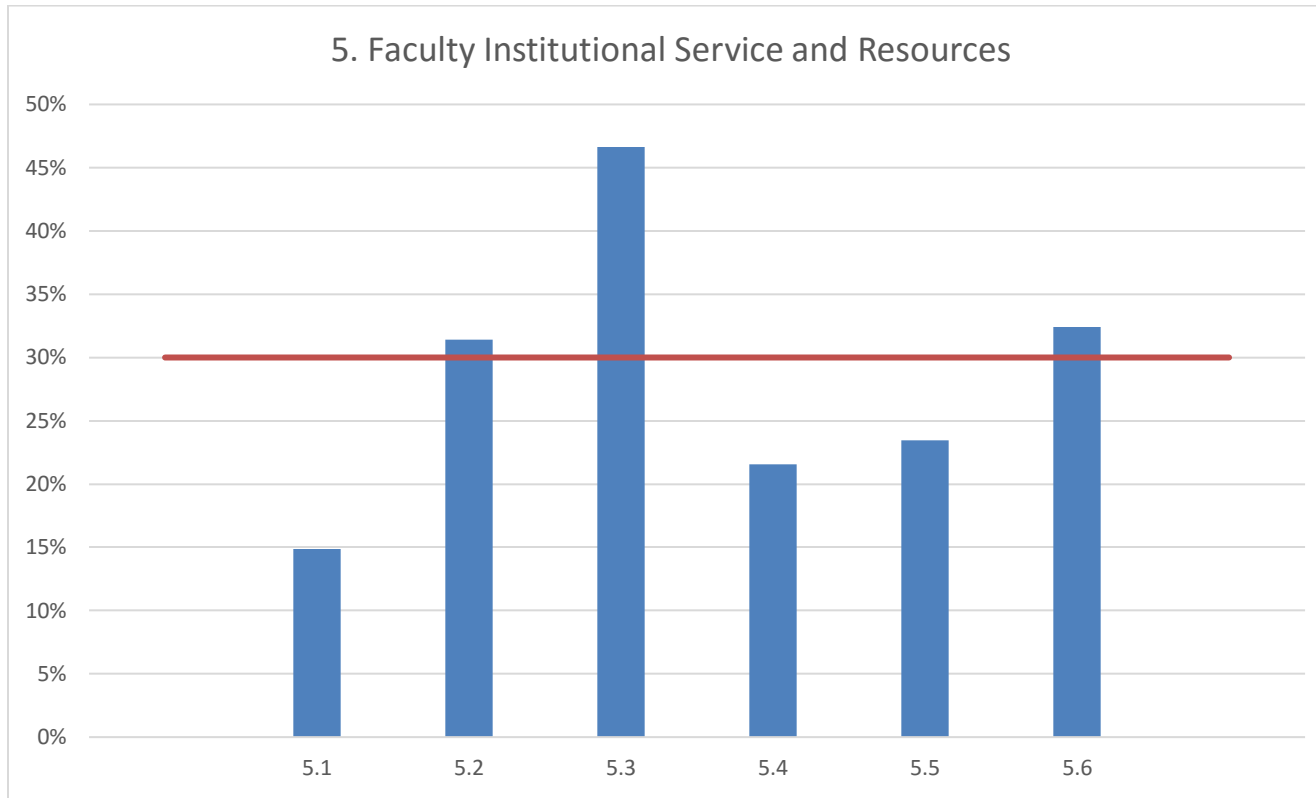


Figure 4: Total percentages of dissatisfaction for Section 5

- 5.1 Institutional service is important for my career development. (14.5% saying no or some importance)
- 5.2 Faculty leaders and administrators at MTSU put appropriate emphasis on institutional service for career advancement. (31.4% saying none or too little)
- 5.3 Faculty at MTSU have adequate time and appropriate resources needed to engage in institutional service. (46.6% saying very inadequate or inadequate)
- 5.4 Faculty teaching and office environment are adequate for conducting faculty work. (23.4% saying very inadequate or inadequate)
- 5.5 Computing equipment is adequate for conducting faculty work. (32.4% saying very inadequate or inadequate)
- 5.6 The technology in the classroom is satisfactory. (32.4% saying extremely dissatisfied or dissatisfied)

6. FACULTY TENURE AND PROMOTION

		Extremely dissatisfied	Dissatisfied	Neutral	Satisfied	Extremely satisfied	Valid Responses	Not Answered	Mean
6.1_1	The process of recruitment of chairs and faculty	13.0%	18.2%	24.7%	38.0%	6.0%	404	19	3.06
6.1_2	The mid-tenure review and feedback process	5.3%	9.4%	30.7%	46.1%	8.5%	319	104	3.43
		Extremely unfair	Unfair	Neutral	Fair	Extremely Fair	Valid Responses	Not Answered	Mean
6.2	Is the tenure process in your college fair?	2.8%	9.8%	22.6%	51.7%	13.1%	358	65	3.63
		Very poorly defined	Not well defined	Neutral	Well defined	Very well defined	Valid Responses	Not Answered	Mean
6.3	Are the expectations for tenure clearly known and formally documented for your college?	6.1%	16.6%	25.2%	41.8%	10.2%	361	62	3.34
		Extremely unfair	Unfair	Neutral	Fair	Extremely Fair	Valid Responses	Not Answered	Mean
6.4	Is the promotion process in your college fair?	3.9%	14.2%	27.9%	44.4%	9.5%	358	65	3.41

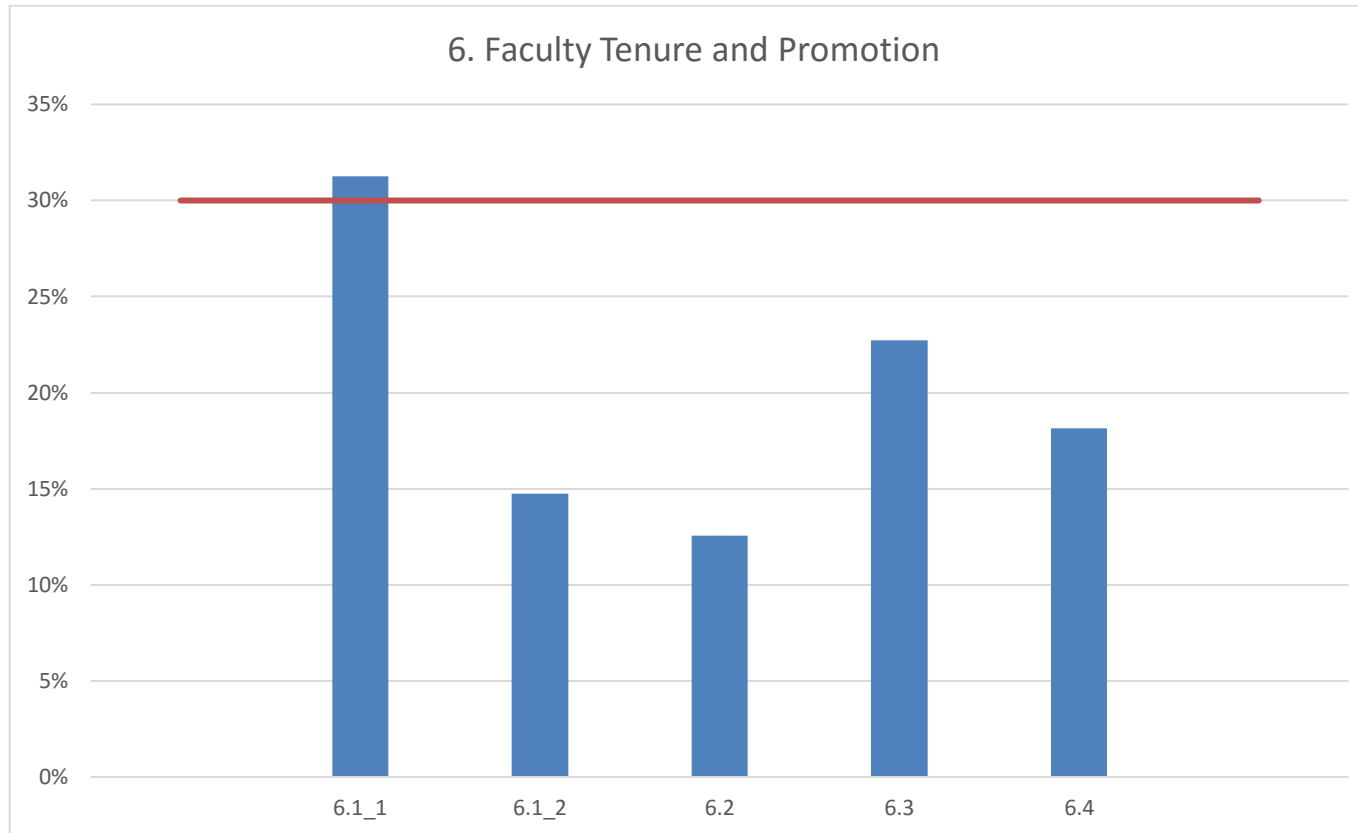


Figure 5: Total percentages of dissatisfaction for Section 6

6.1_1 The process of recruitment of chairs and faculty is satisfactory (31.3% saying extremely dissatisfied or dissatisfied)

6.1_2 The mid-tenure review and feedback process is satisfactory. (14.7% saying extremely dissatisfied or dissatisfied)

6.2 The tenure process in your college is fair. (12.6% saying extremely unfair or unfair)

6.3_1 The expectations for tenure are clearly known and formally documented in your college. (22.7% saying very poorly defined or poorly defined)

6.4_1 The promotion process in your college is fair. (18.2% saying extremely unfair or unfair)

7. FACULTY COMPENSATION AND RECOGNITION

		Very Unfairly	Unfairly	Neutral	Fair	Very fair	Valid Responses	Not Answered	Mean
7.1	Do you feel that you are fairly compensated with respect to your disciplinary colleagues at MTSU?	14.4%	29.9%	20.4%	28.6%	6.7%	388	35	2.83
7.2	Do you feel that you are fairly compensated with respect to disciplinary national standards?	41.6%	38.4%	9.9%	8.1%	2.1%	385	38	1.91
		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Valid Responses	Not Answered	Mean
7.3	To what extent do you agree/disagree that MTSU should adopt merit pay raises?	13.2%	11.2%	25.2%	25.9%	24.4%	401	22	3.37
7.4	To what extent do you agree/disagree that MTSU has given equitable cost of living pay raises?	39.0%	30.5%	15.1%	5.0%	10.4%	403	20	2.17
		Not well at all	Slightly well	Moderately well	Very well	Extremely well	Valid Responses	Not Answered	Mean
7.7	How well does this university recognize faculty for their achievements?	14.3%	29.1%	41.6%	12.8%	2.3%	399	24	2.60

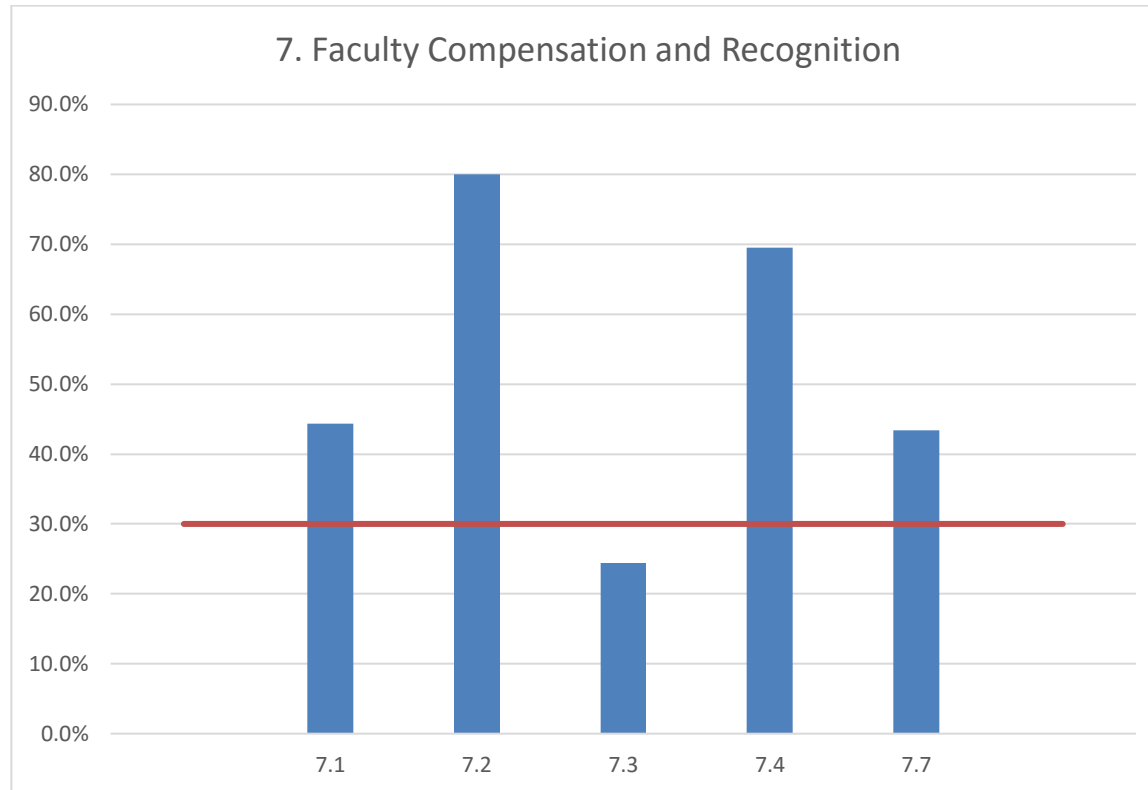


Figure 6: Total percentages of dissatisfaction for Section 7

- 7.1 As a faculty member, you are fairly compensated with respect to your disciplinary colleagues at MTSU. (44.3% saying extremely unfair or unfair)
- 7.2 As a faculty member, you are fairly compensated with respect to national standards in your discipline. (80% saying extremely unfair or unfair)
- 7.3 MTSU should not adopt merit pay raises. (24.4% saying strongly disagree or disagree)
- 7.4 MTSU has given equitable cost of living pay raises. (69.5% saying strongly disagree or disagree)
- 7.7 MTSU recognizes faculty well for their achievements. (43.4% saying not well at all or slightly well)

8. FACULTY ENVIRONMENT

		Very poor	Poor	Average	Above average	Excellent	Valid Responses	Not Answered	Mean
8.1	How would you characterize overall faculty morale at MTSU?	6.3%	25.6%	52.2%	15.0%	0.8%	379	44	2.78
8.2	How would you characterize overall faculty morale in your college/school?	11.7%	24.7%	37.0%	21.4%	5.1%	392	31	2.83
		Remain at MTSU with little or no change	Remain at MTSU with significant change	Move to another institution	Move to nonacademic employment	No opinion	Valid Responses	Not Answered	
8.3	If you had a variety of professional options, would you prefer to:	35.2%	29.1%	22.0%	3.5%	10.1%	395	28	
		Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	Valid Responses	Not Answered	Mean
8.4_2	The opportunities currently provided by MTSU to concentrate on what you do best.	6.8%	22.2%	24.2%	35.0%	11.8%	397	26	3.23
8.4_3	The degree of academic freedom you have within the classroom.	2.3%	4.1%	9.9%	42.3%	41.3%	392	31	4.16
8.4_4	The amount of freedom you have at MTSU to express your opinions regarding University policies and procedures.	6.4%	15.3%	25.8%	35.7%	16.8%	392	31	3.41
8.4_5	MTSU policies interfere with my ability to perform appropriate professional responsibilities.	7.1%	20.6%	53.1%	14.8%	4.5%	311	112	2.89
		Extremely likely	Likely	Neither likely nor unlikely	Unlikely	Extremely unlikely	Valid Responses	Not Answered	Mean
8.5	How likely are you to advise a newly graduated peer to pursue a position at MTSU?	9.2%	16.8%	31.0%	37.0%	6.0%	381	42	3.14

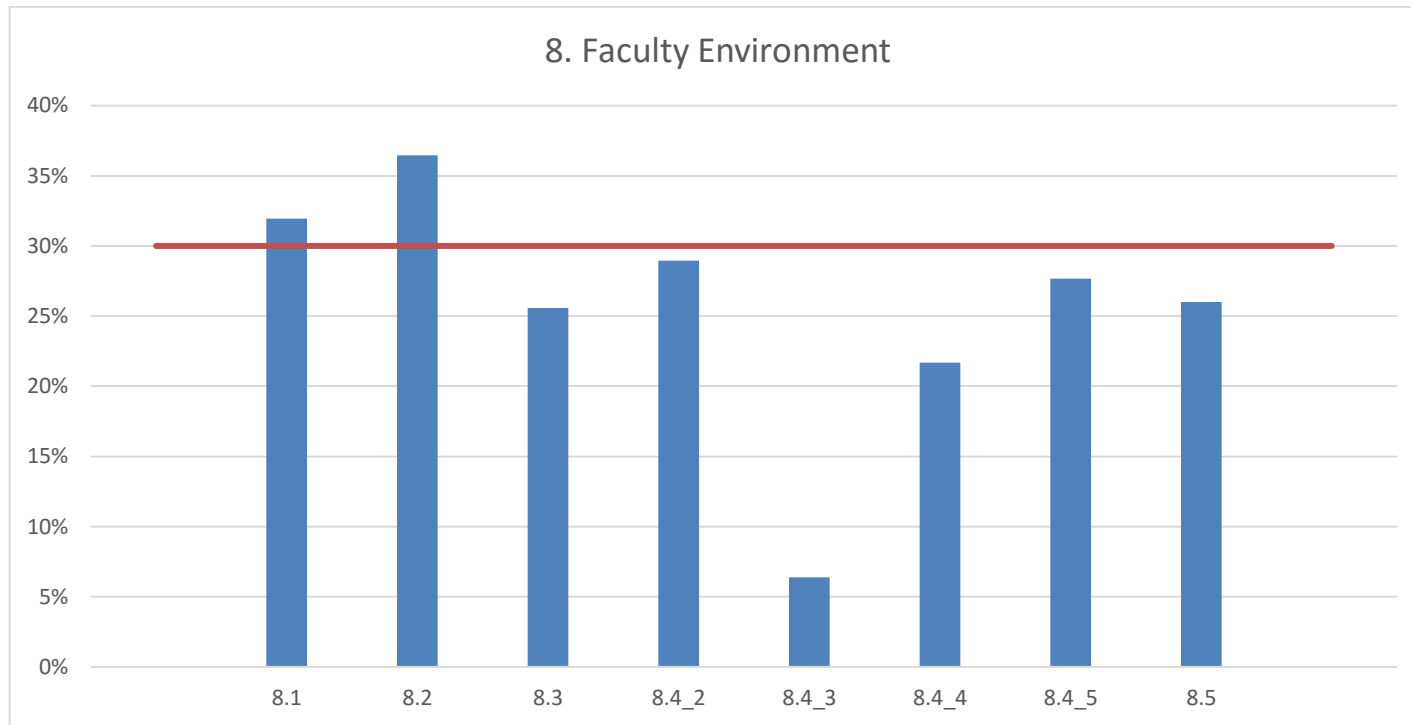


Figure 7: Total percentages of dissatisfaction for Section 8

- 8.1 The overall faculty morale at MTSU is satisfactory (average). (31.9% saying very poor or poor)
- 8.2 The overall faculty morale in your college at MTSU is satisfactory (average). (36.5% saying very poor or poor)
- 8.3 If you had a variety of professional option, you would prefer to remain at MTSU.(64.3% saying move or change professions)
- 8.4_2 MTSU provides opportunities to concentrate on what you do best. (29% saying very dissatisfied or dissatisfied)
- 8.4_3 MTSU has a satisfactory degree of academic freedom in the classroom. (6.4% saying very dissatisfied or dissatisfied)
- 8.4_4 MTSU allows you a satisfactory amount of freedom to express your opinions about University policies and procedures. (21.7% saying very dissatisfied or dissatisfied)
- 8.4_5 MTSU policies do not interfere with your ability to perform appropriate professional responsibilities (21.7% saying very dissatisfied or dissatisfied)
- 8.5 Likely to encourage a peer to pursue a position oat MTSU (26% saying Extremely unlikely or unlikely)

9. DEMOGRAPHICS AND FINAL QUESTIONS

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Valid Responses	Not Answered	Mean
9.1	Over the past year, as an institution, MTSU has been moving in the right direction.	6.3%	18.8%	40.2%	32.9%	1.8%	383	40	3.05
		Male	Female						
9.3	Please indicate your gender.	42.3%	44.9%						
		Yes	No						
9.4	Are you tenured?	57.0%	32.9%						
		Instructor	Assistant Professor	Associate Professor	Professor				
9.5	Please indicate your current rank.	12.5%	17.7%	21.0%	35.9%				
		Average Years at MTSU		Std. Dev.					
9.6	How many years have you been at MTSU?	12.79		8.47					