



## 2017-2018 MTSU Faculty Survey Results

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 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 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 273 respondents (293 total respondents – 20 that did not answer).

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

Also included in the summary are 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 relevant indicators are presented in chart form.

## 3-Year Analysis of Data (separate 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 with the questions from 2016-17 to 2017-18. If you have constructive suggestions, if you wish to work on future iterations of the survey, or if you have questions, please contact either:

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Beverly Keel, 2018-19 Chair of the Chairs Council ([beverly.keel@mtsu.edu](mailto:beverly.keel@mtsu.edu))

Aggregation of results and reporting was conducted by Dr. Charlie Apigian, Interim Director of the Data Science Institute ([charles.apigian@mtsu.edu](mailto: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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# 1. EVALUTIONS OF UNIVERSITY ADMINISTRATION

## Section 1: 2018 Summary of Frequencies

1.1\_1 Overall effectiveness for President

1.1\_2 Overall effectiveness for Provost

1.1\_3 Overall effectiveness for VP for Student Services

1.1\_4 Overall effectiveness for Interim VP for Business and Finance

1.1\_5 Overall effectiveness for VP for ITD

1.1\_6 Overall effectiveness for VP Marketing and Communications

	1.1_1	1.1_2	1.1_3	1.1_4	1.1_5	1.1_6
(5) Highly Effective	17.1%	23.1%	17.0%	17.1%	15.3%	17.6%
(4) Effective	22.0%	33.7%	30.9%	37.4%	28.2%	32.2%
(3) Neutral	25.1%	23.4%	26.5%	33.7%	26.4%	25.3%
(2) Ineffective	23.3%	13.9%	13.5%	8.0%	18.1%	15.0%
(1) Highly Ineffective	12.5%	5.9%	12.2%	3.7%	12.0%	9.9%
Not Answered	6	20	63	106	77	60
<b>Average</b>	<b>3.077</b>	<b>3.542</b>	<b>3.270</b>	<b>3.561</b>	<b>3.167</b>	<b>3.326</b>

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

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

1.3\_3 The leadership within our department is highly effective.

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.

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

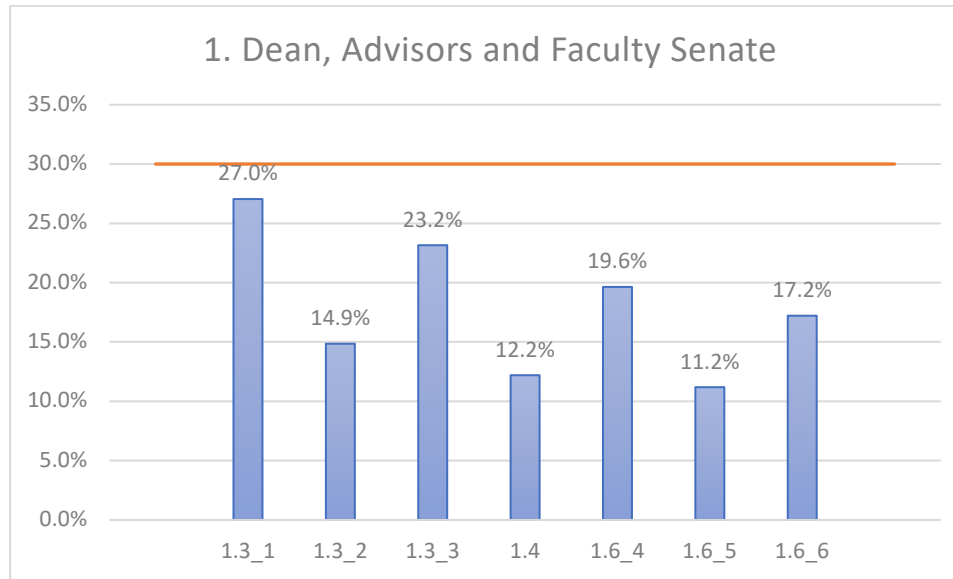
1.6\_5 Members of the Faculty Senate communicates effectively with his/her constituencies.

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.

	1.3_1	1.3_2	1.3_3	1.6_4	1.6_5	1.6_6
(5) Strongly Agree	15.2%	34.1%	39.3%	21.1%	37.9%	28.9%
(4) Agree	34.8%	34.8%	22.5%	40.0%	33.6%	33.3%
(3) Neutral	23.0%	16.3%	15.1%	19.3%	17.3%	20.5%
(2) Disagree	13.9%	9.1%	9.1%	12.9%	7.9%	8.8%
(1) Strongly disagree	13.1%	5.8%	14.0%	6.8%	3.2%	8.4%
Not Answered	49	17	8	13	16	20
<b>Average</b>	<b>3.250</b>	<b>3.822</b>	<b>3.639</b>	<b>3.557</b>	<b>3.949</b>	<b>3.656</b>

	1.4
(5) Highly Effective	18.8%
(4) Effective	44.4%
(3) Neutral	24.7%
(2) Ineffective	8.3%
(1) Highly Ineffective	3.8%
Not Answered	5
<b>Average</b>	<b>3.660</b>

## Section 1: 2018 Summary Chart and Description



- 1.3\_1 The Dean is effective at raising funds. (27.0% strongly disagree or disagree)
- 1.3\_2 The college advisors in our college are highly effective. (14.9% strongly disagree or disagree)
- 1.3\_3 The leadership within our department is highly effective. (23.2% strongly disagree or disagree)
- 1.4 How effective is the advising system at supporting the academic mission of MTSU and the retention of students. (12.2% highly ineffective or ineffective)
- 1.6\_4 The Faculty Senate functions effectively as an agent of change in the process of shared governance on the MTSU campus. (19.6% strongly disagree or disagree)
- 1.6\_5 Members of the Faculty Senate communicates effectively with his/her constituencies. (11.2% strongly disagree or disagree)
- 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. (17.2% strongly disagree or disagree)

## 2. FACULTY TEACHING AND WORKLOAD

### Section 2: 2018 Summary of Frequencies

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

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

	2.1		2.2
(5) Very important	53.5%	(5) Excessive	4.2%
(4) Important	33.5%	(4) Too Much	9.2%
(3) Somewhat important	8.8%	(3) Just Right	53.7%
(2) Little importance	4.2%	(2) Too Little	30.7%
(1) No importance	0.0%	(1) None	2.1%
Not Answered	9	Not Answered	10
<b>Average</b>	<b>4.363</b>	<b>Average</b>	<b>2.827</b>

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

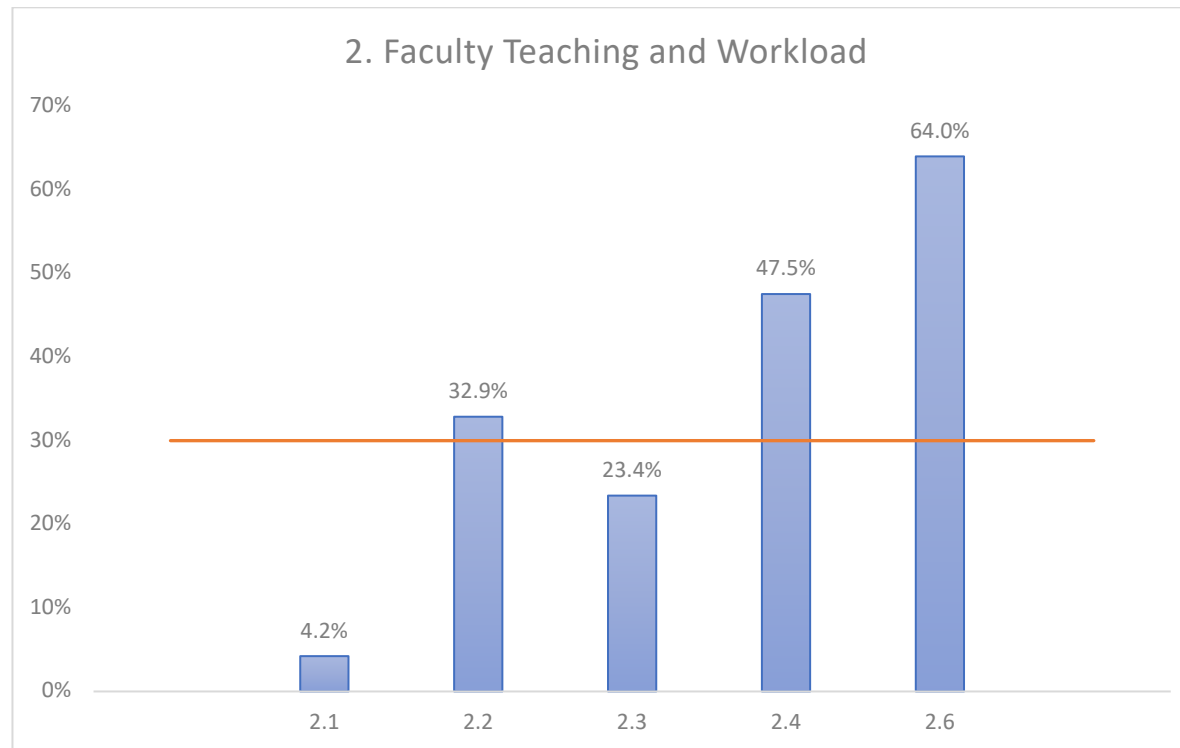
2.4 Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of effective teaching?

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

	2.3	2.4		2.6
(5) Better than Adequate	11.9%	1.8%	(5) Very much	37.8%
(4) Adequate	45.8%	22.2%	(4) A lot	26.2%
(3) Neutral	18.9%	28.5%	(3) Somewhat	21.8%
(2) Inadequate	19.6%	34.5%	(2) A little	8.4%
(1) Very inadequate	3.8%	13.0%	(1) Not at all	5.8%
Not Answered	7	9	Not Answered	18
<b>Average</b>	<b>3.423</b>	<b>2.651</b>	<b>Average</b>	<b>3.818</b>



## Section 2: 2018 Summary Chart and Description



- 2.1 Teaching Performance is important to my career development (4.2% saying no or some importance)
- 2.2 Faculty leaders and administrators at MTSU put appropriate emphasis on effective teaching for career advancement (32.9% saying none or too little)
- 2.3 Faculty at MTSU have adequate and appropriate resources needed to teach effectively (23.4% saying very inadequate or inadequate)
- 2.4 Faculty leaders and administrators have adequate and appropriate assessment measures of teaching (47.5% saying very inadequate or inadequate)
- 2.6 Current teaching loads hinder the University's research mission (64.0% saying very much or a lot)

## 3.FACULTY RESEARCH

### Section 3: 2018 Summary of Frequencies

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

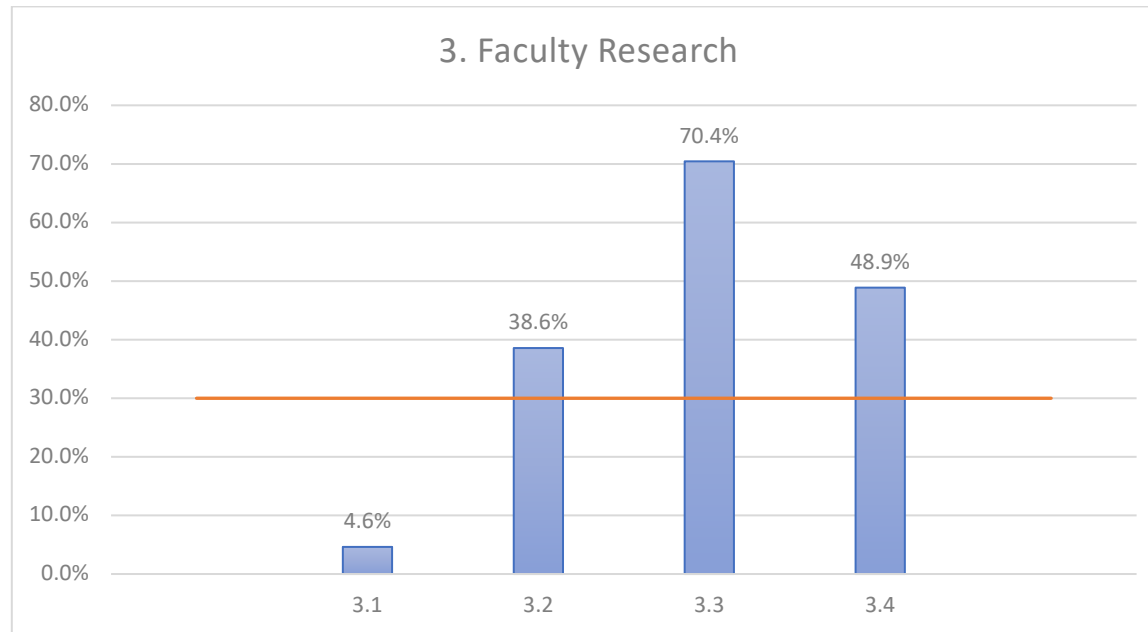
3.2 How much emphasis do faculty leaders and administrators at MTSU place on research or creative work for career advancement?

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

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

	3.1		3.2		3.3	3.4
(5) Very important	48.0%	(5) Excessive	6.8%	(5) Better than Adequate	2.2%	0.4%
(4) Important	37.0%	(4) Too Much	23.9%	(4) Adequate	10.9%	19.0%
(3) Somewhat important	10.3%	(3) Just Right	30.7%	(3) Neutral	16.4%	31.7%
(2) Little importance	4.6%	(2) Too Little	37.1%	(2) Inadequate	40.9%	32.5%
(1) No importance	0.0%	(1) None	1.4%	(1) Very inadequate	29.6%	16.4%
Not Answered	12	Not Answered	13	Not Answered	19	25
<b>Average</b>	<b>4.285</b>	<b>Average</b>	<b>2.975</b>	<b>Average</b>	<b>2.153</b>	<b>2.545</b>

## Section 3: 2018 Summary Chart and Description



- 3.1 Research and/or creative work is important to my career development (4.6% saying no or some importance)
- 3.2 Faculty leaders and administrators at MTSU put appropriate emphasis on research/creative work for career advancement (38.6% saying none or too little)
- 3.3 Faculty at MTSU have adequate and appropriate resources needed to conduct research/creative work (70.4% saying very inadequate or inadequate)
- 3.4 Faculty leaders and administrators have adequate and appropriate assessment measures of research/creative work (48.9% saying very inadequate or inadequate)

## 4. Faculty Travel

### Section 4: 2018 Summary of Frequencies

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

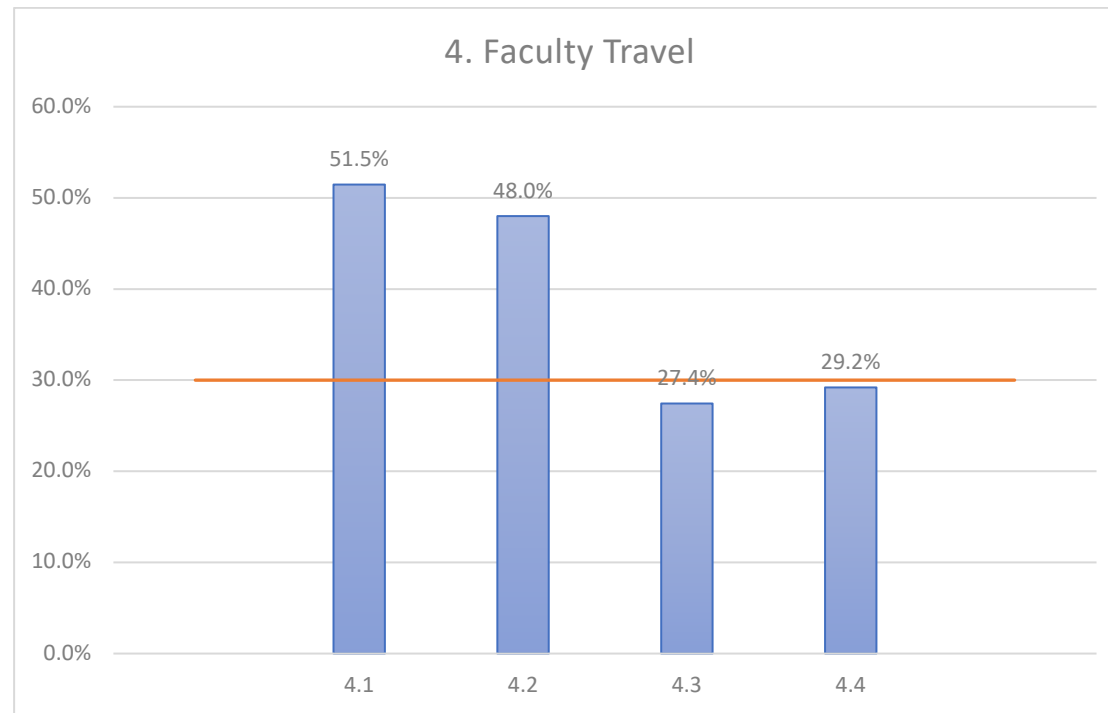
4.2 Are you provided with adequate resources to participate in professional development activities?

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

4.4 At what level are you reimbursed for travel expenses?

	4.1	4.2		4.3		4.4
(5) Better than Adequate	5.5%	5.5%	(5) Very much	15.9%	Greater than 95%	25.1%
(4) Adequate	29.9%	30.5%	(4) A lot	16.2%	80% up to 95%	17.4%
(3) Neutral	13.1%	16.0%	(3) Somewhat	40.4%	50% up to 80%	28.3%
(2) Inadequate	30.3%	29.1%	(2) A little	15.5%	20% up to 50%	16.6%
(1) Very inadequate	21.2%	18.9%	(1) Not at all	11.9%	Less than 20%	12.6%
Not Answered	19	18	Not Answered	16	Not Answered	46
<b>Average</b>	<b>2.682</b>	<b>2.745</b>	<b>Average</b>	<b>3.087</b>		

## Section 4: 2018 Summary Chart and Description



- 4.1 Adequate resources are provided to travel to meetings to present faculty work. (51.5% saying very inadequate or inadequate)
- 4.2 Adequate resources are provided to participate in professional development activities. (48.0% saying very inadequate or inadequate)
- 4.3 Faculty at MTSU are encouraged to participate in regional and national professional meetings. (27.4% saying not at all or very little)
- 4.4 Faculty at MTSU are reimbursed at least 50% of their travel. (29.2% saying <50%)

## 5.FACULTY INSTITUTIONAL SERVICE AND RESOURCES

### Section 5: 2018 Summary of Frequencies

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

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

5.1		5.2	
(5) Very important	15.5%	(5) Excessive	5.5%
(4) Important	31.3%	(4) Too Much	15.8%
(3) Somewhat important	33.1%	(3) Just Right	48.2%
(2) Little importance	18.0%	(2) Too Little	24.3%
(1) No importance	2.2%	(1) None	6.3%
Not Answered	15	Not Answered	21
<b>Average</b>	<b>3.399</b>	<b>Average</b>	<b>2.901</b>

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

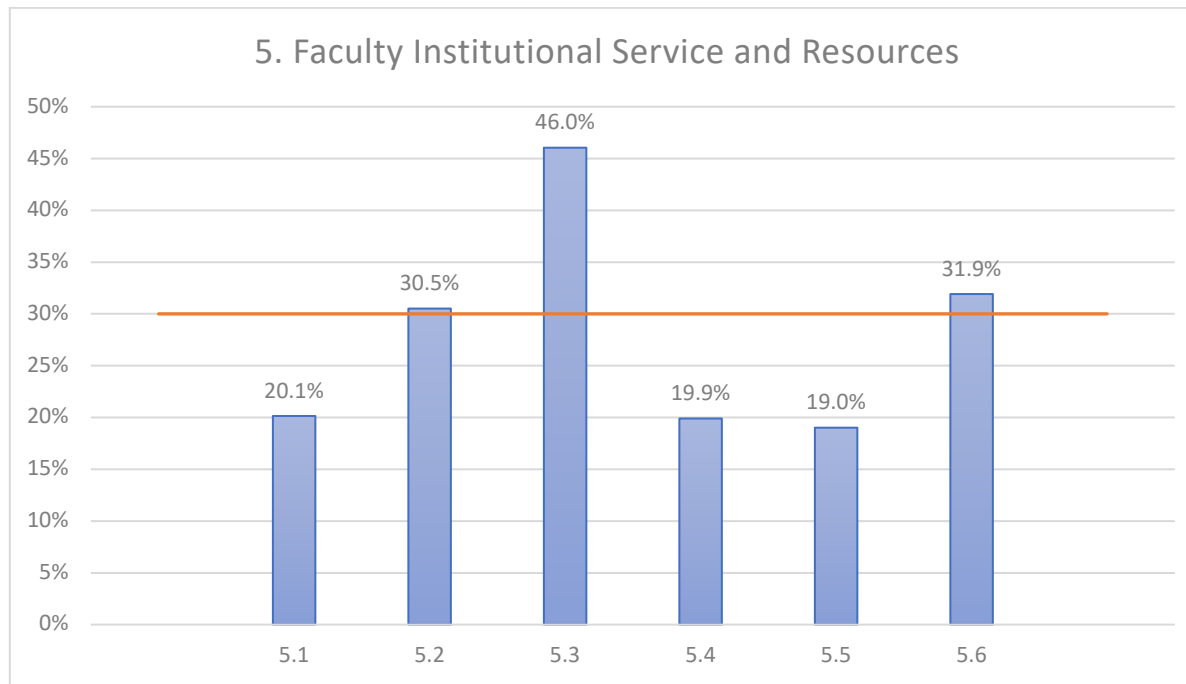
5.4 How adequate are your teaching and office environment for conducting your work?

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

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

5.3		5.4	5.5	5.6	
(5) Better than Adequate	0.7%	18.1%	17.3%	(5) Extremely Satisfied	7.1%
(4) Adequate	21.9%	47.3%	48.9%	(4) Satisfied	42.9%
(3) Neutral	31.3%	14.6%	14.8%	(3) Neutral	18.1%
(2) Inadequate	33.8%	13.9%	14.8%	(2) Dissatisfied	24.8%
(1) Very inadequate	12.2%	6.0%	4.2%	(1) Extremely Dissatisfied	7.1%
Not Answered	15	12	9	Not Answered	11
<b>Average</b>	<b>2.651</b>	<b>3.577</b>	<b>3.602</b>	<b>Average</b>	<b>3.181</b>

## Section 5: 2018 Summary Chart and Description



- 5.1 Institutional service is important for my career development. (20.1% saying no or some importance)
- 5.2 Faculty leaders and administrators at MTSU put appropriate emphasis on institutional service for career advancement. (30.5% saying none or too little)
- 5.3 Faculty at MTSU have adequate time and appropriate resources needed to engage in institutional service. (46.0% saying very inadequate or inadequate)
- 5.4 Faculty teaching and office environment are adequate for conducting faculty work. (19.9% saying very inadequate or inadequate)
- 5.5 Computing equipment is adequate for conducting faculty work. (19.0% saying very inadequate or inadequate)
- 5.6 The technology in the classroom is satisfactory. (31.9% saying extremely dissatisfied or dissatisfied)

## 6. FACULTY TENURE AND PROMOTION

### Section 6: 2018 Summary of Frequencies

6.1\_1 The process of recruitment of chairs and faculty

6.1\_2 The mid-tenure review and feedback process

6.2 Is the tenure process in your college fair?

	6.1_1	6.1_2		6.2
(5) Extremely Satisfied	5.7%	6.1%	(5) Extremely Fair	14.1%
(4) Satisfied	31.8%	47.8%	(4) Fair	44.5%
(3) Neutral	24.2%	27.6%	(3) Neutral	25.8%
(2) Dissatisfied	24.6%	14.5%	(2) Unfair	11.3%
(1) Extremely Dissatisfied	13.6%	3.9%	(1) Extremely Unfair	4.3%
Not Answered	29	65	Not Answered	37
<b>Average</b>	<b>2.913</b>	<b>3.377</b>	<b>Average</b>	<b>3.527</b>

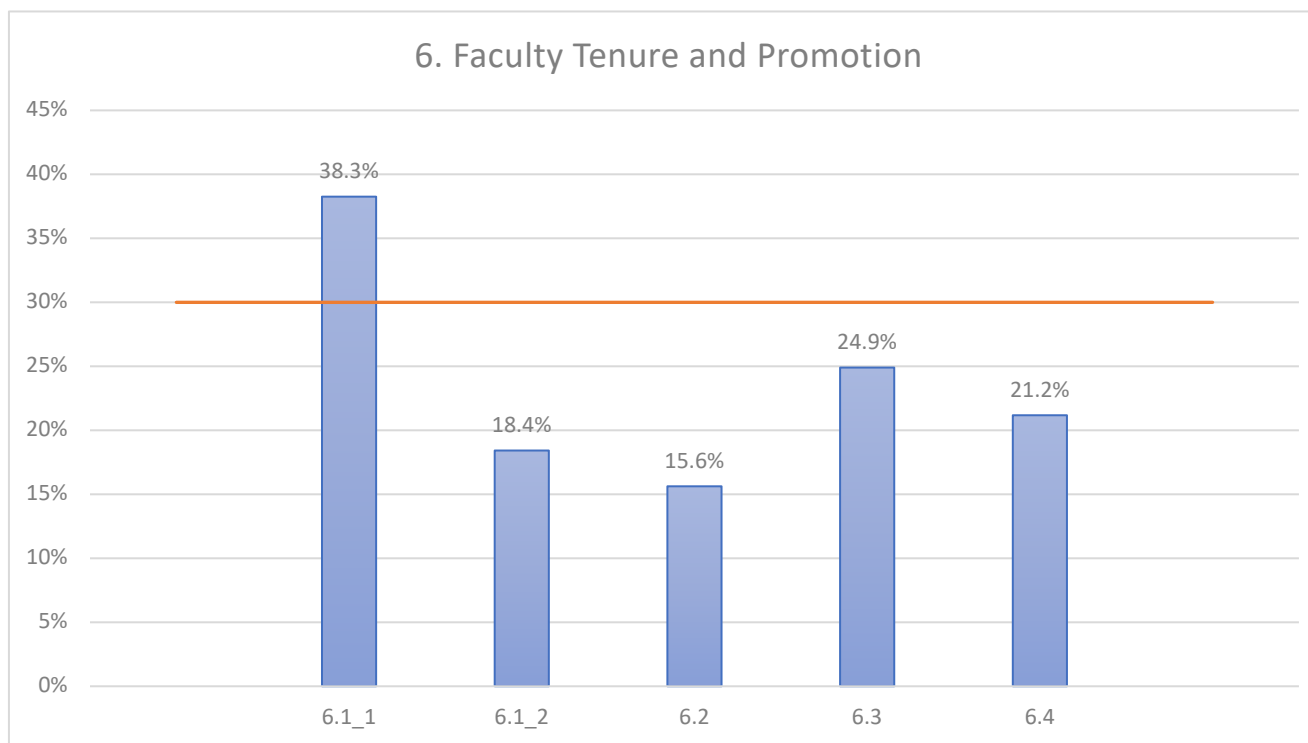
6.3 Are the expectations for tenure clearly known and formally documented for your college?

6.4 Is the promotion process in your college fair?

	6.3		6.4
(5) Very well defined	11.3%	(5) Extremely Fair	10.6%
(4) Well defined	39.3%	(4) Fair	40.0%
(3) Neutral	24.5%	(3) Neutral	28.2%
(2) Not well defined	19.1%	(2) Unfair	13.7%
(1) Very poorly defined	5.8%	(1) Extremely Unfair	7.5%
Not Answered	36	Not Answered	38
<b>Average</b>	<b>3.311</b>	<b>Average</b>	<b>3.325</b>



## Section 6: 2018 Summary Chart and Description



- 6.1\_1 The process of recruitment of chairs and faculty is satisfactory (38.3% saying extremely dissatisfied or dissatisfied)
- 6.1\_2 The mid-tenure review and feedback process is satisfactory. (18.4% saying extremely dissatisfied or dissatisfied)
- 6.2 The tenure process in your college is fair. (15.6% saying extremely unfair or unfair)
- 6.3\_1 The expectations for tenure are clearly known and formally documented in your college. (24.9% saying very poorly defined or poorly defined)
- 6.4\_1 The promotion process in your college is fair. (21.2% saying extremely unfair or unfair)

## 7. FACULTY COMPENSATION AND RECOGNITION

### Section 7: 2018 Summary of Frequencies

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

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

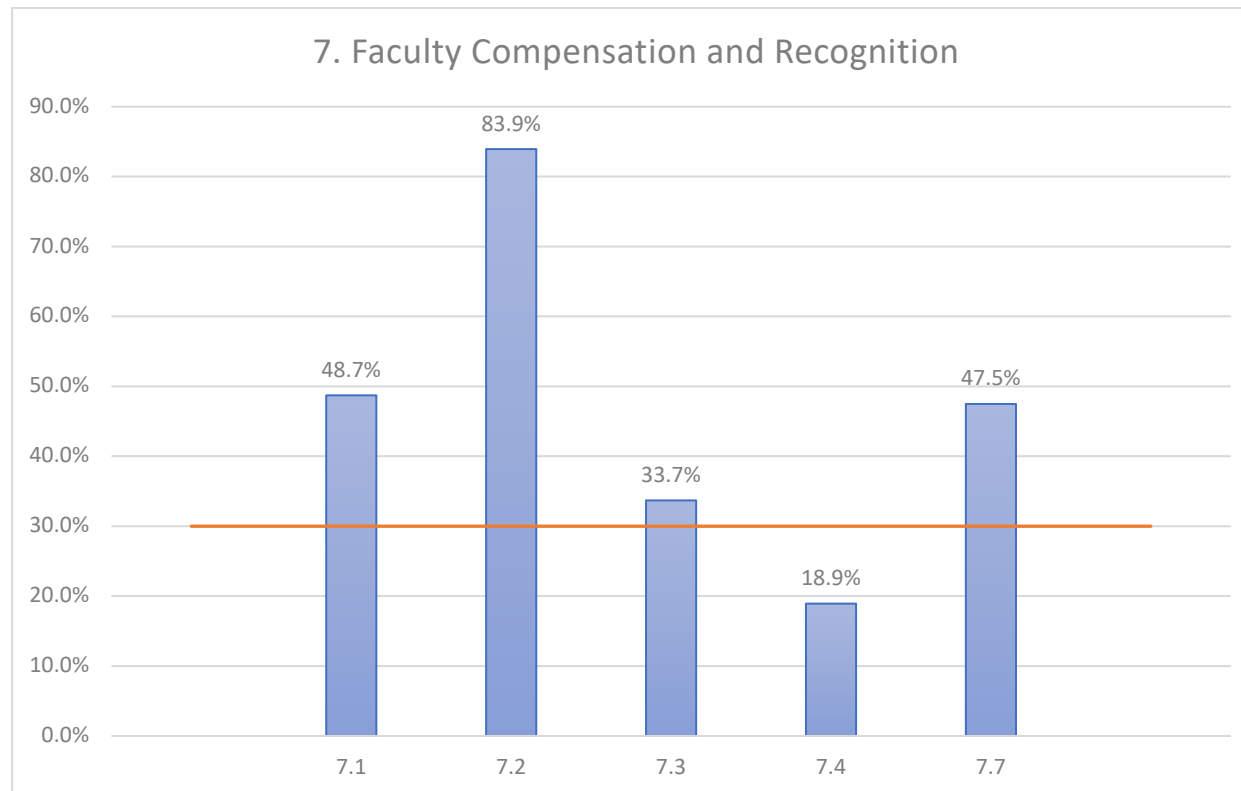
7.3 To what extent do you agree/disagree that MTSU should adopt merit pay raises?

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

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

	7.1	7.2		7.3	7.4		7.7
(5) Extremely Fair	7.0%	1.5%	(5) Strongly Agree	25.8%	40.7%	(5) Extremely well	1.1%
(4) Fair	27.8%	7.7%	(4) Agree	19.0%	28.9%	(4) Very well	10.8%
(3) Neutral	16.5%	6.9%	(3) Neutral	21.5%	11.4%	(3) Moderately well	40.6%
(2) Unfair	27.8%	34.3%	(2) Disagree	17.9%	9.3%	(2) Slightly well	30.6%
(1) Extremely Unfair	20.9%	49.6%	(1) Strongly disagree	15.8%	9.6%	(1) Not well at all	16.9%
Not Answered	20	19	Not Answered	14	13	Not Answered	15
<b>Average</b>	<b>2.722</b>	<b>1.770</b>	<b>Average</b>	<b>3.211</b>	<b>3.818</b>	<b>Average</b>	<b>2.486</b>

## Section 7: 2018 Summary Chart and Description



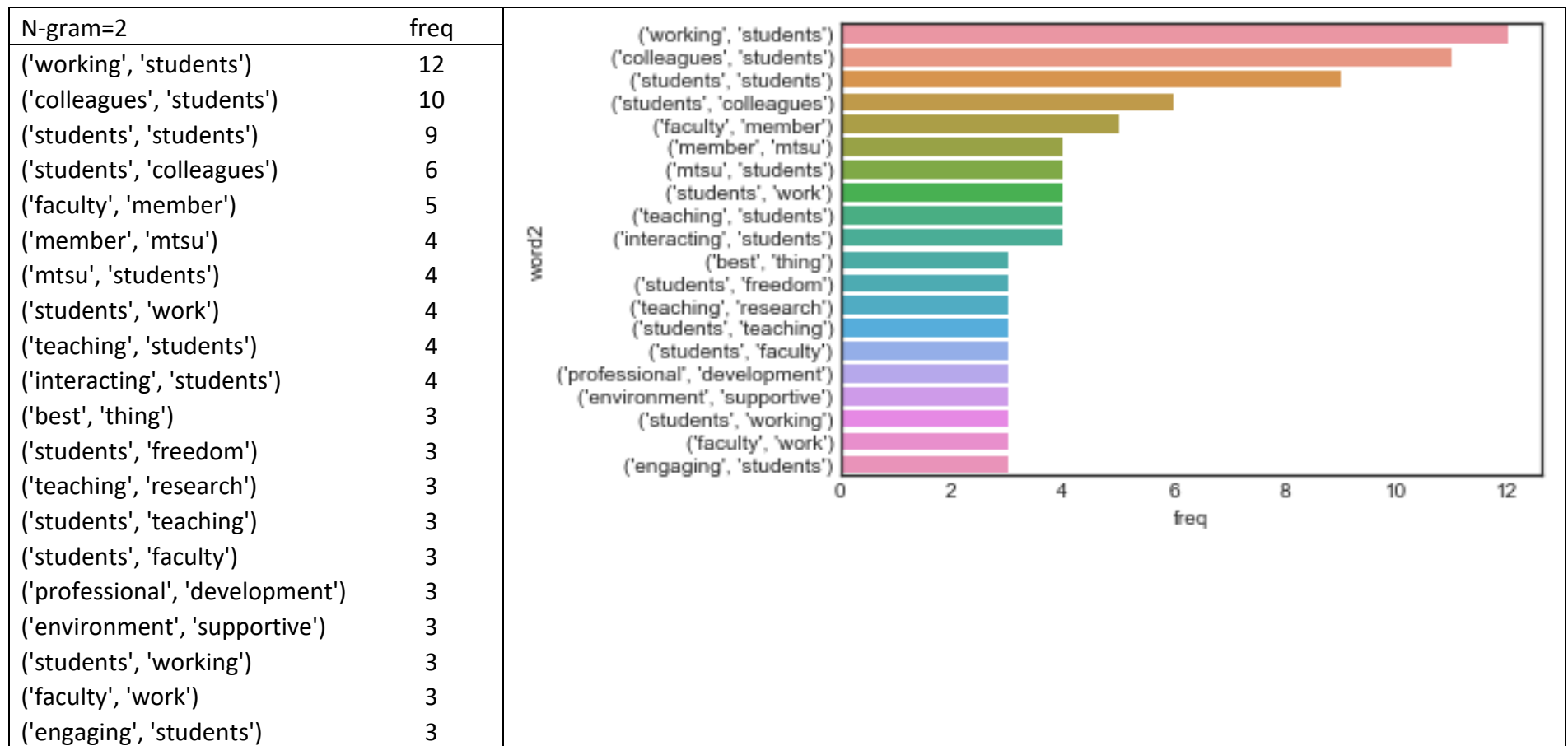
- 7.1 As a faculty member, you are fairly compensated with respect to your disciplinary colleagues at MTSU. (48.7% saying extremely unfair or unfair)
- 7.2 As a faculty member, you are fairly compensated with respect to national standards in your discipline. (83.9% saying extremely unfair or unfair)
- 7.3 MTSU should adopt merit pay raises. (33.7% saying strongly disagree or disagree)
- 7.4 MTSU has given equitable cost of living pay raises. (18.9% saying strongly disagree or disagree)
- 7.7 MTSU recognizes faculty well for their achievements. (47.5% saying not well at all or slightly well)

## 7.5 What is the best thing about being a faculty member at MTSU?

N-gram=1. (N-gram=1 refers to the frequency of one word in all of the comments. Excluded were stop words, which are common words like the, a, and, etc.)

N-gram (one word)	freq	
student	117	
colleague	41	
work	24	
faculty	23	
working	20	
teaching	19	
mtsu	13	
freedom	13	
opportunity	13	
research	12	
support	11	
teach	10	
good	10	
environment	9	
course	9	
great	9	
people	9	
life	8	
growth	8	
department	7	

**N-gram=2.** (N-gram=2 refers to two words next to each other in a sentence.)

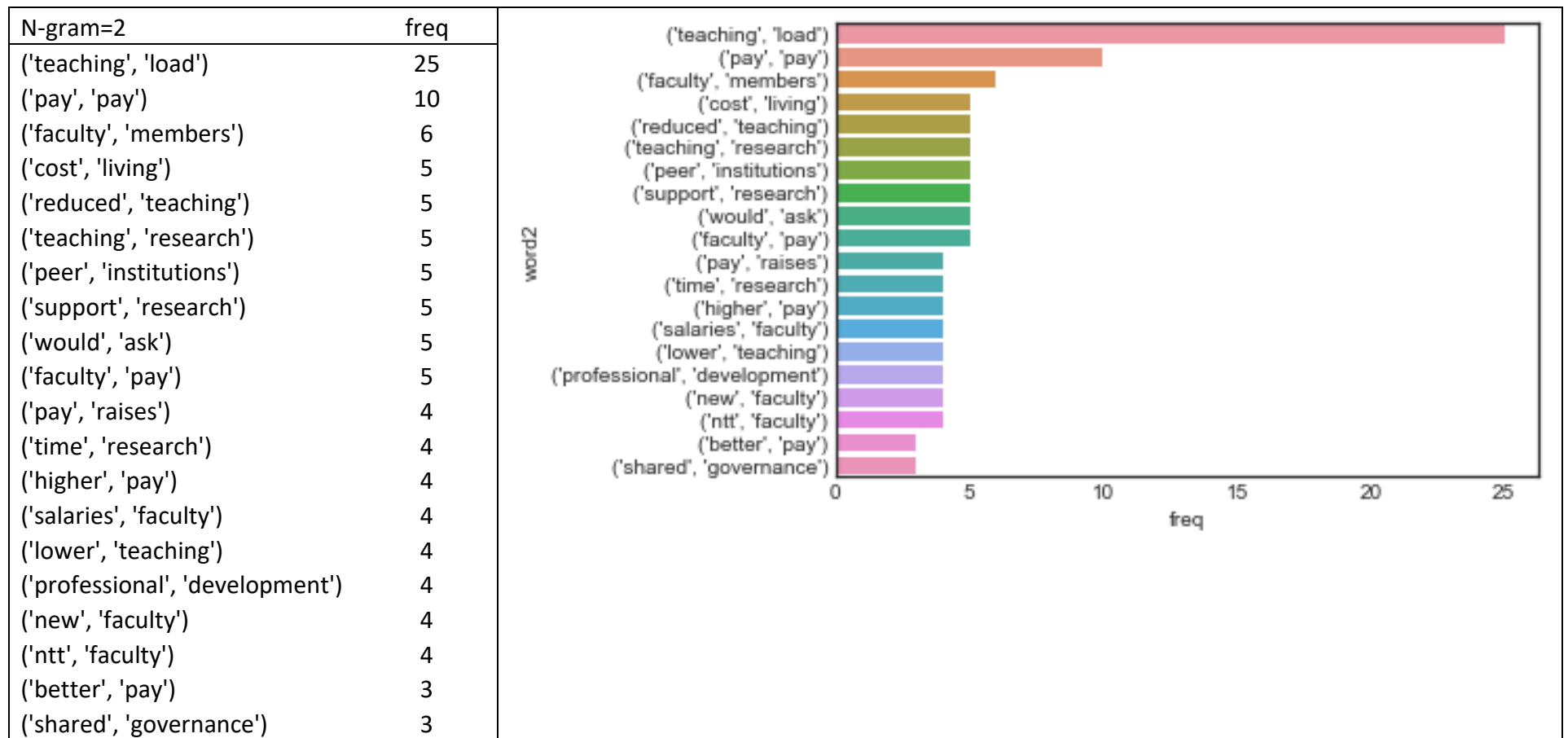


### 7.6 What would you like to see improved for faculty at MTSU?

N-gram=1. (N-gram=1 refers to the frequency of one word in all of the comments. Excluded were stop words, which are common words like the, a, and, etc.)



**N-gram=2.** (N-gram=2 refers to two words next to each other in a sentence.)



## 8. FACULTY ENVIRONMENT

### Section 8: 2018 Summary of Frequencies

8.1 How would you characterize overall faculty morale at MTSU?

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

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

8.1		8.2		8.3	
(5) Excellent	0.4%	(5) Excellent	2.2%	Remain at MTSU with little or no change	32.1%
(4) Above Average	13.3%	(4) Above Average	19.3%	Remain at MTSU with significant change	29.6%
(3) Average	42.6%	(3) Average	32.8%	Move to another institution	26.6%
(2) Poor	31.5%	(2) Poor	29.9%	Move to nonacademic employment	3.6%
(1) Very Poor	12.2%	(1) Very Poor	15.7%	No opinion	8.0%
Not Answered	23	Not Answered	19	Not Answered	19
<b>Average</b>	<b>2.581</b>	<b>Average</b>	<b>2.624</b>		

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

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

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

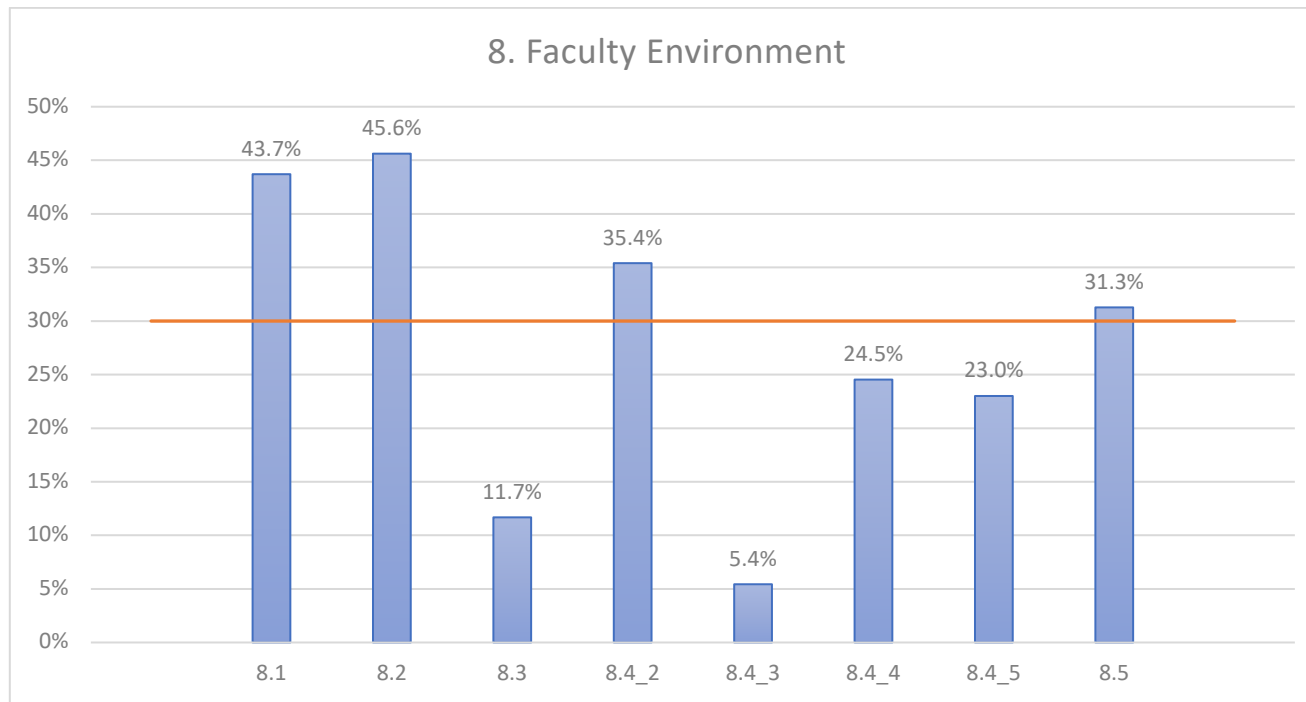
8.4\_5 MTSU policies interfere with my ability to perform appropriate professional responsibilities.

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

	8.4_2	8.4_3	8.4_4	8.4_5		8.5
(5) Very Satisfied	29.2%	37.7%	37.2%	14.1%	(5) Extremely unlikely	7.3%
(4) Satisfied	12.0%	44.9%	14.1%	3.8%	(4) Unlikely	29.5%
(3) Neutral	23.4%	12.0%	24.2%	59.2%	(3) Neither likely nor unlikely	32.0%
(2) Dissatisfied	27.0%	1.8%	16.4%	14.6%	(2) Likely	19.6%
(1) Very Dissatisfied	8.4%	3.6%	8.2%	8.5%	(1) Extremely likely	11.6%
Not Answered	19	17	24	80	Not Answered	18
<b>Average</b>	<b>3.266</b>	<b>4.112</b>	<b>3.558</b>	<b>3.005</b>	<b>Average</b>	<b>3.011</b>



## Section 8: 2018 Summary Chart and Description



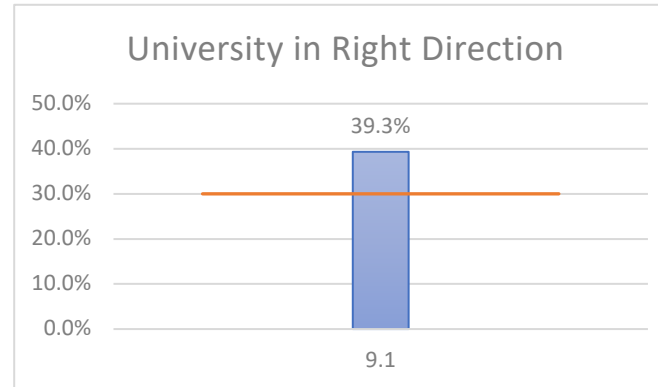
- 8.1 The overall faculty morale at MTSU is satisfactory (average). (43.7% saying very poor or poor)
- 8.2 The overall faculty morale in your college at MTSU is satisfactory (average). (45.6% saying very poor or poor)
- 8.3 If you had a variety of professional option, you would prefer to remain at MTSU.(11.7% saying move or change professions)
- 8.4\_2 MTSU provides opportunities to concentrate on what you do best. (35.4% saying very dissatisfied or dissatisfied)
- 8.4\_3 MTSU has a satisfactory degree of academic freedom in the classroom. (5.4% 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. (24.5% saying very dissatisfied or dissatisfied)
- 8.4\_5 MTSU policies do not interfere with your ability to perform appropriate professional responsibilities (23.0% saying very dissatisfied or dissatisfied)
- 8.5 Likely to encourage a peer to pursue a position oat MTSU (31.3% saying Extremely unlikely or unlikely)

## 9. DEMOGRAPHICS AND FINAL QUESTIONS

### Section 9: 2018 Summary of Frequencies

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

9.1	
(5) Strongly Agree	3.4%
(4) Agree	28.5%
(3) Neutral	28.8%
(2) Disagree	30.3%
(1) Strongly disagree	9.0%
Not Answered	26
<b>Average</b>	<b>2.869</b>



9.3 Please indicate your gender.

9.4 Are you tenured?

9.5 Please indicate your current rank.

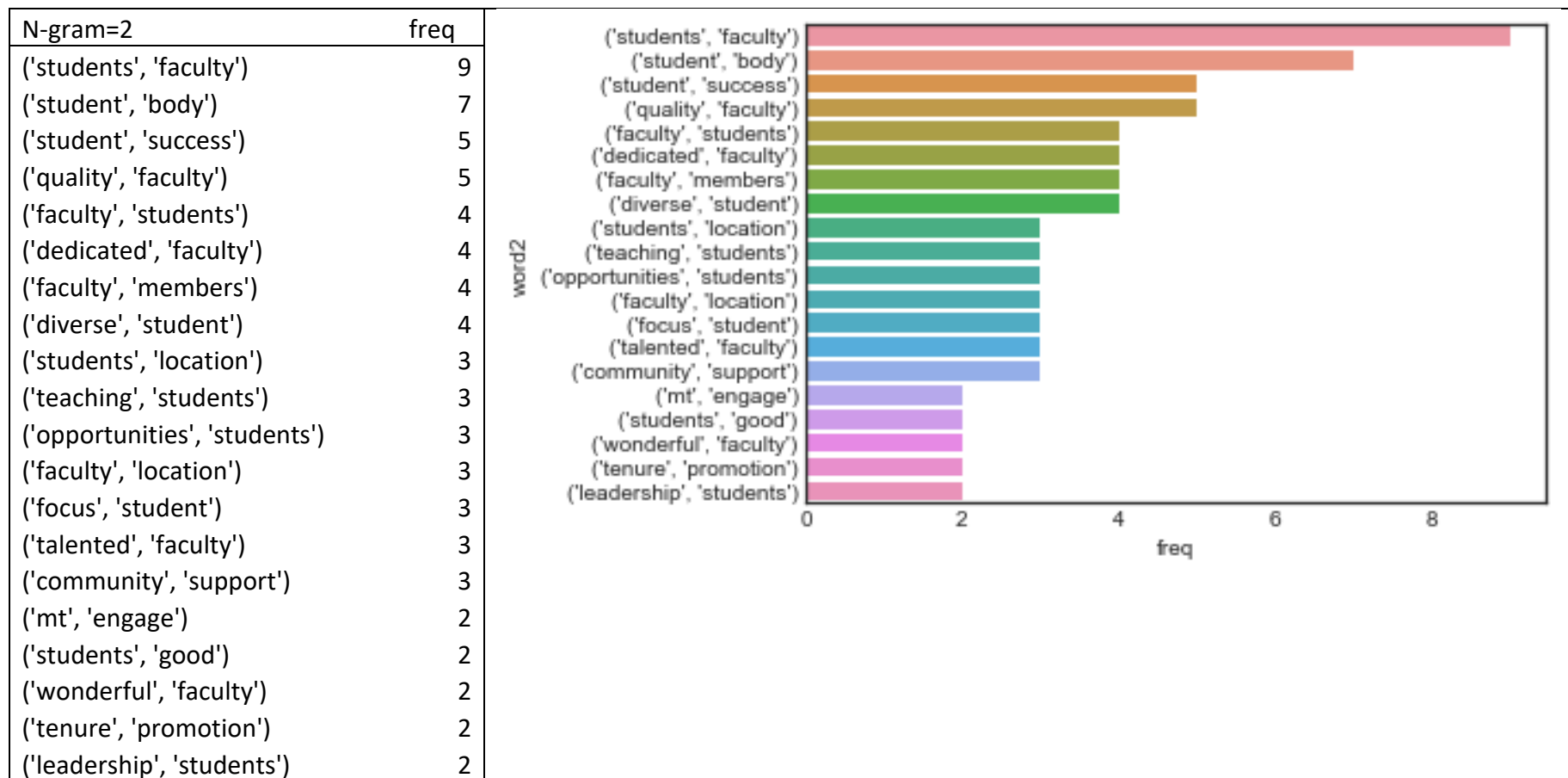
9.3		9.4		9.5	
Male	51.0%	Yes	64.8%	Instructor	14.3%
Female	49.0%	No	35.2%	Assistant Professor	21.7%
Not Answered	36	Not Answered	32	Associate Professor	20.5%
				Full Professor	43.4%
				Not Answered	35

## 9.6 (Q63) Please list what you think are the strengths of the University.

N-gram=1. (N-gram=1 refers to the frequency of one word in all of the comments. Excluded were stop words, which are common words like the, a, and, etc.)

N-gram=1	freq	
student	84	
faculty	70	
location	28	
diversity	18	
good	16	
teaching	12	
program	12	
university	11	
strong	11	
opportunity	11	
community	10	
diverse	10	
great	9	
area	9	
support	9	
growing	9	
college	8	
quality	8	
variety	8	
many	8	

**N-gram=2.** (N-gram=2 refers to two words next to each other in a sentence.)



**9.7 (Q64) Please list what you think are the weaknesses of the University.**

**N-gram=1.** (N-gram=1 refers to the frequency of one word in all of the comments. Excluded were stop words, which are common words like the, a, and, etc.)

N-gram=1	freq
faculty	102
student	61
lack	50
university	46
research	43
pay	31
salary	30
administration	25
low	25
teaching	24
college	20
leadership	20
much	20
board	19
need	18
academic	17
quality	16
emphasis	15
campus	15
president	15

**N-gram=2.** (N-gram=2 refers to two words next to each other in a sentence.)

N-gram=2	freq
('teaching', 'load')	11
('new', 'board')	6
('respect', 'faculty')	5
('low', 'pay')	5
('faculty', 'staff')	5
('low', 'salaries')	5
('faculty', 'lack')	4
('lack', 'support')	4
('faculty', 'salaries')	4
('track', 'faculty')	4
('low', 'salary')	4
('peer', 'institutions')	4
('lack', 'leadership')	4
('much', 'emphasis')	4
('board', 'trustees')	4
('faculty', 'pay')	4
('faculty', 'members')	4
('workload', 'faculty')	4
('faculty', 'morale')	4
('old', 'boy')	3

## Appendix A: 2017-18 Questions

- 1.1\_1 Overall effectiveness for President
- 1.1\_2 Overall effectiveness for Provost
- 1.1\_3 Overall effectiveness for VP for Student Services
- 1.1\_4 Overall effectiveness for Interim VP for Business and Finance
- 1.1\_5 Overall effectiveness for VP for ITD
- 1.1\_6 Overall effectiveness for VP Marketing and Communications
- 1.3\_1 The Dean of our college is effective at raising funds.
- 1.3\_2 The college advisors in our college are highly effective.
- 1.3\_3 The leadership within our department is highly effective.
- 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\_5 Members of the Faculty Senate communicates effectively with his/her constituencies.
- 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.
- 2.1 How would you rate the importance of teaching performance to your career development?
- 2.2 How much emphasis do faculty leaders and administrators at MTSU place on effective teaching for career advancement?
- 2.3 Are you provided with adequate and appropriate resources to teach effectively at MTSU?
- 2.4 Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of effective teaching?
- 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?
- 3.1 How would you rate the importance of research or creative work to your professional development?
- 3.2 How much emphasis do faculty leaders and administrators at MTSU place on research or creative work for career advancement?
- 3.3 Are you provided adequate time and resources to conduct research or creative work at MTSU?
- 3.4 Do faculty leaders and administrators have adequate and appropriate assessment measures to use in the evaluation of research or creative work?

- 4.1 Are you provided with adequate resources to travel to meetings to present your work?
- 4.2 Are you provided with adequate resources to participate in professional development activities?
- 4.3 Are you encouraged to participate in regional and national professional meetings?
- 4.4 At what level are you reimbursed for travel expenses?
- 5.1 How would you rate the importance of institutional service for your career development?
- 5.2 How much emphasis do administrators at MTSU place on institutional service for career advancement?
- 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?
- 5.6 How satisfied are you with the technology in the classroom?
- 6.1\_1 The process of recruitment of chairs and faculty
- 6.1\_2 The mid-tenure review and feedback process
- 6.2 Is the tenure process in your college fair?
- 6.3 Are the expectations for tenure clearly known and formally documented for your college?
- 6.4 Is the promotion process in your college fair?
- 7.1 Do you feel that you are fairly compensated with respect to your disciplinary colleagues at MTSU?
- 7.2 Do you feel that you are fairly compensated with respect to disciplinary national standards?
- 7.3 To what extent do you agree/disagree that MTSU should adopt merit pay raises?
- 7.4 To what extent do you agree/disagree that MTSU has given equitable cost of living pay raises?
- 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?
- 8.1 How would you characterize overall faculty morale at MTSU?
- 8.2 How would you characterize overall faculty morale in your college/school?
- 8.3 If you had a variety of professional options, would you prefer to:
- 8.4\_2 The opportunities currently provided by MTSU to concentrate on what you do best.



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

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

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

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

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

9.3 Please indicate your gender.

9.4 Are you tenured?

9.5 Please indicate your current rank.

9.6 Please list what you think are the strengths of the University.

9.7 Please list what you think are the weaknesses of the University.