

Section 1 of the survey is titled “**Job Satisfaction**” and includes 15 questions numbered 1.1 through 1.15.

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Description of Section 1 and overview of analysis for this section.

These 15 questions are all prefaced with the following:

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 1 (reverse scored):

4 – Very Satisfied

3 – Satisfied

2 – Marginally Satisfied

1 – Not at all Satisfied

For each question, the quantitative analysis includes:

- The overall percentage of satisfaction found by combining the percentages of respondents who answer "Very Satisfied" or "Satisfied".
- The 10-year ranking of this year's percentage of satisfaction (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.1 Opportunity for scholarly pursuits.

Summary

- Overall percentage of Very Satisfied + Satisfied was 51.23%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=2.78) were significantly less satisfied than Instructors (mean=3.13) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.45) were significantly less satisfied than Instructors (mean=3.13) at $p<0.01$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.50) were significantly less satisfied than Instructors (mean=3.13) at $p<0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.54) were significantly less satisfied than special contract faculty (mean=3.18) at $p<0.001$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.43) were significantly less satisfied than special contract faculty (mean=3.18) at $p<0.001$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.56) were significantly less satisfied than faculty holding a master's degree (mean=2.86) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.59) were significantly less satisfied than faculty who work part-time (mean=3.19) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.2 Opportunity to implement new ideas.

Summary

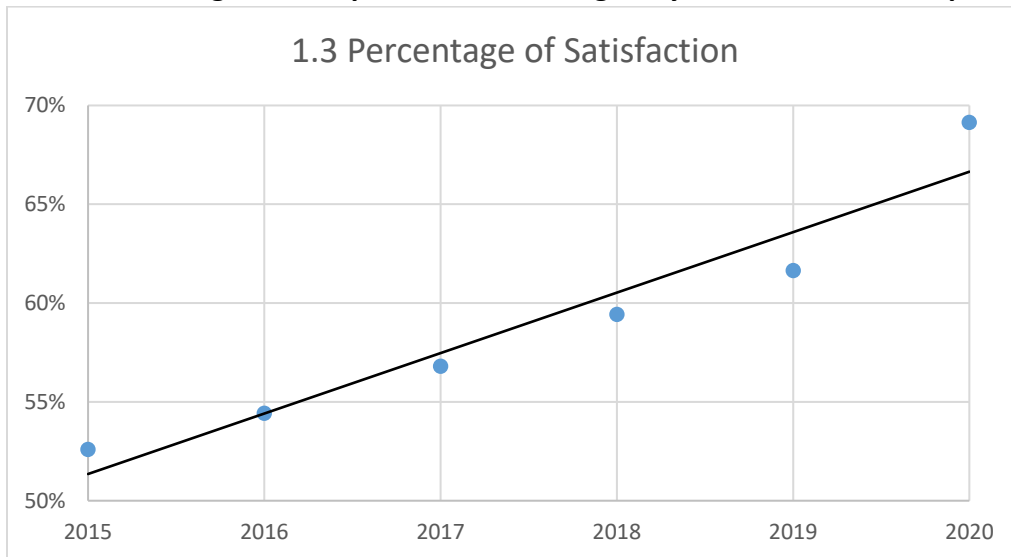
- Overall percentage of Very Satisfied + Satisfied was 70.37%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=2.91) were significantly less satisfied than Instructors (mean=3.29) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.52) were significantly less satisfied than Instructors (mean=3.29) at $p<0.01$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.84) were significantly less satisfied than Instructors (mean=3.29) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.76) were significantly less satisfied than special contract faculty (mean=3.20) at $p<0.01$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=2.78) were significantly less satisfied than special contract faculty (mean=3.20) at $p<0.01$.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.81) were significantly less satisfied than faculty holding a master's degree (mean=3.05) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.81) were significantly less satisfied than faculty who work part-time (mean=3.33) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.3 Teaching load.

Summary

- Overall percentage of Very Satisfied + Satisfied was 69.14%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- **There is a significant upward trend during the years 2015 – 2020 at $p < 0.01$.**



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=2.65) were significantly less satisfied than Instructors (mean=3.20) at $p < 0.01$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.81) were significantly less satisfied than Instructors (mean=3.20) at $p < 0.05$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.73) were significantly less satisfied than Instructors (mean=3.20) at $p < 0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.67) were significantly less satisfied than special contract faculty (mean=3.22) at $p < 0.001$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.69) were significantly less satisfied than special contract faculty (mean=3.22) at $p < 0.001$.

- By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.69) were significantly less satisfied than faculty holding a master's degree (mean=3.07) at $p < 0.01$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.77) were significantly less satisfied than faculty who work part-time (mean=3.12) at $p < 0.05$.
- Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.4 Quality of students.

Summary

- Overall percentage of Very Satisfied + Satisfied was 75.46%.
- This is the second highest score reported in the 10-year period of 2011 to 2020 (2013: 78.67%).
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=3.13) were significantly more satisfied than males (mean=2.64) at $p<0.001$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors (n=63):** Professors (mean=2.74) were significantly less satisfied than Instructors (mean=3.13) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - Associate Professors vs. Instructors: no significant difference
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.79) were significantly less satisfied than Instructors (mean=3.13) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.80) were significantly less satisfied than special contract faculty (mean=3.09) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=2.78) were significantly less satisfied than faculty holding a master's degree (mean=3.01) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.82) were significantly less satisfied than faculty who work part-time (mean=3.17) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.5 Opportunity to interact with students outside of scheduled classes and advising.

Summary

- Overall percentage of Very Satisfied + Satisfied was 78.26%.
- This ranks seventh (7th) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - Professors vs. Instructors (n=63): no significant difference
 - Associate Professors vs. Assistant Professors: no significant difference
 - Associate Professors vs. Instructors: no significant difference
 - Assistant Professors vs. Instructors: no significant difference
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - Tenured vs. Special Contract (n=57): no significant difference
 - Tenure-Track vs. Special Contract: no significant difference
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.6 Recruiting of students.

Summary

- Overall percentage of Very Satisfied + Satisfied was 34.57%. **(Note: This is the lowest percentage of satisfaction reported in this section covering questions 1.1 through 1.15.)**
- This ranks sixth (6th) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (m=2.41) are significantly more satisfied than males (m=2.03) at $p<0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors (n=63):** Professors (mean=1.91) were significantly less satisfied than Instructors (mean=2.89) at $p<0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.05) were significantly less satisfied than Instructors (mean=2.89) at $p<0.001$
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.00) were significantly less satisfied than Instructors (mean=2.89) at $p<0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=1.96) were significantly less satisfied than special contract faculty (mean=2.75) at $p<0.001$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.08) were significantly less satisfied than special contract faculty (mean=2.75) at $p<0.01$
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=1.96) were significantly less satisfied than faculty holding a master's degree (mean=2.55) at $p<0.001$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.05) were significantly less satisfied than faculty who work part-time (mean=2.93) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.7 Scholarship opportunities for students.

Summary

- Overall percentage of Very Satisfied + Satisfied was 58.28%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (m=2.99) are significantly more satisfied than males (m=2.73) at $p<0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors (n=63):** Professors (mean=2.74) were significantly less satisfied than Instructors (mean=3.17) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.58) were significantly less satisfied than Instructors (mean=3.17) at $p<0.01$
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.70) were significantly less satisfied than Instructors (mean=3.17) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.80) were significantly less satisfied than special contract faculty (mean=3.15) at $p<0.05$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.51) were significantly less satisfied than special contract faculty (mean=3.15) at $p<0.001$
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=2.66) were significantly less satisfied than faculty holding a master's degree (mean=2.98) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.72) were significantly less satisfied than faculty who work part-time (mean=3.24) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.8 Working conditions (hours, location, etc).

Summary

- Overall percentage of Very Satisfied + Satisfied was 79.75%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - Professors vs. Instructors (n=63): no significant difference
 - Associate Professors vs. Assistant Professors: no significant difference
 - Associate Professors vs. Instructors: no significant difference
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.04) were significantly less satisfied than Instructors (mean=3.38) at $p<0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=3.02) were significantly less satisfied than special contract faculty (mean=3.36) at $p<0.05$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.08) were significantly less satisfied than special contract faculty (mean=3.36) at $p<0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.9 Autonomy and Independence.

Summary

- Overall percentage of Very Satisfied + Satisfied was 87.58%. **(Note: This is the highest percentage of satisfaction reported in this section covering questions 1.1 through 1.15.)**
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=3.22) were significantly less satisfied than Instructors (mean=3.63) at $p<0.01$.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.90) were significantly less satisfied than Instructors (mean=3.63) at $p<0.01$
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.20) were significantly less satisfied than Instructors (mean=3.63) at $p<0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.11) were significantly less satisfied than special contract faculty (mean=3.57) at $p<0.01$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.26) were significantly less satisfied than special contract faculty (mean=3.57) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=3.16) were significantly less satisfied than faculty holding a master's degree (mean=3.42) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=3.18) were significantly less satisfied than faculty who work part-time (mean=3.56) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.10 Professional relationships with other faculty.

Summary

- Overall percentage of Very Satisfied + Satisfied was 80.98%.
- This ranks third (3rd) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.86) were significantly less satisfied than Instructors (mean=3.41) at $p<0.05$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.09) were significantly less satisfied than Instructors (mean=3.41) at $p<0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=3.04) were significantly less satisfied than special contract faculty (mean=3.35) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.11 Social relationships with other faculty.

Summary

- Overall percentage of Very Satisfied + Satisfied was 71.78%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.80) were significantly less satisfied than Instructors (mean=3.24) at $p<0.05$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.12 Competence of colleagues

Summary

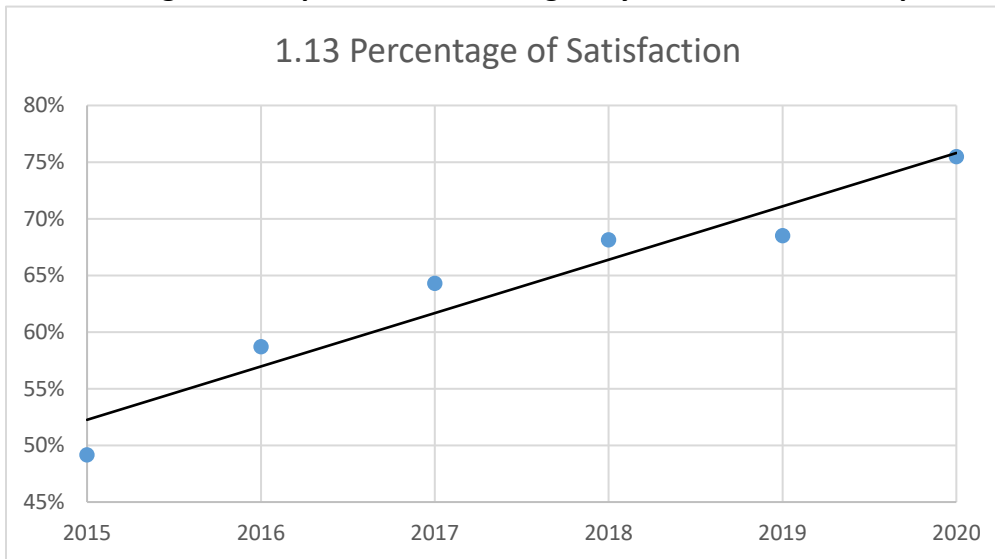
- Overall percentage of Very Satisfied + Satisfied was 83.44%.
- This ranks third (3rd) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=2.96) were significantly less satisfied than Instructors (mean=3.51) at $p<0.01$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.76) were significantly less satisfied than Assistant Professors (mean=3.15) at $p<0.05$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.76) were significantly less satisfied than Instructors (mean=3.51) at $p<0.001$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=3.15) were significantly less satisfied than Instructors (mean=3.51) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.00) were significantly less satisfied than special contract faculty (mean=3.42) at $p<0.01$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=3.11) were significantly less satisfied than special contract faculty (mean=3.42) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=3.06) were significantly less satisfied than faculty holding a master's degree (mean=3.31) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=3.04) were significantly less satisfied than faculty who work part-time (mean=3.55) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.13 Relationship with administration.

Summary

- Overall percentage of Very Satisfied + Satisfied was 75.46%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- **There is a significant upward trend during the years 2015 – 2020 at $p < 0.01$.**



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.65) were significantly less satisfied than Assistant Professors (mean=3.04) at $p < 0.05$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.65) were significantly less satisfied than Instructors (mean=3.42) at $p < 0.001$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.57) were significantly less satisfied than Assistant Professors (mean=3.04) at $p < 0.05$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.57) were significantly less satisfied than Instructors (mean=3.42) at $p < 0.001$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=3.04) were significantly less satisfied than Instructors (mean=3.42) at $p < 0.01$.

- By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=2.65) were significantly less satisfied than Tenure-Track faculty (mean=3.05) at $p<0.05$.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.65) were significantly less satisfied than special contract faculty (mean=3.35) at $p<0.001$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.65) were significantly less satisfied than special contract faculty (mean=3.35) at $p<0.05$.
- By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=2.76) were significantly less satisfied than faculty holding a master's degree (mean=3.22) at $p<0.01$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.88) were significantly less satisfied than faculty who work part-time (mean=3.34) at $p<0.001$.
- Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.14 Job Security

Summary

- Overall percentage of Very Satisfied + Satisfied was 60.12%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=3.00) were significantly more satisfied than Assistant Professors (mean=2.41) at $p<0.05$.
 - Professors vs. Instructors (n=63): no significant difference.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.81) were significantly more satisfied than Assistant Professors (mean=2.41) at $p<0.05$.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.41) were significantly less satisfied than Instructors (mean=2.98) at $p<0.001$.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.80) were significantly more satisfied than Tenure-Track faculty (mean=2.46) at $p<0.05$.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=2.46) were significantly less satisfied than special contract faculty (mean=2.89) at $p<0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

"Job Satisfaction: Select the option that best describes your level of satisfaction or dissatisfaction with the following aspects of your role as a faculty member."

1.15 Overall Job Satisfaction.

Summary

- Overall percentage of Very Satisfied + Satisfied was 81.48%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.89) were significantly less satisfied than Instructors (mean=3.29) at $p<0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference..
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.99) were significantly less satisfied than those working part-time (mean=3.23) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference

Section 2 of the survey is titled “*State of the Institution*” and includes nine (9) questions numbered 2.1 through 2.9.

Contents

- Description of Section 2 and overview of analysis for this section. 2
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Description of Section 2 and overview of analysis for this section.

These nine (9) questions are all prefaced with the following:

"State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution."

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 2 (reverse scored):

- 4 – Strongly Agree
- 3 – Tend to Agree
- 2 – Tend to Disagree
- 1 – Strongly Disagree

For each question, the quantitative analysis includes:

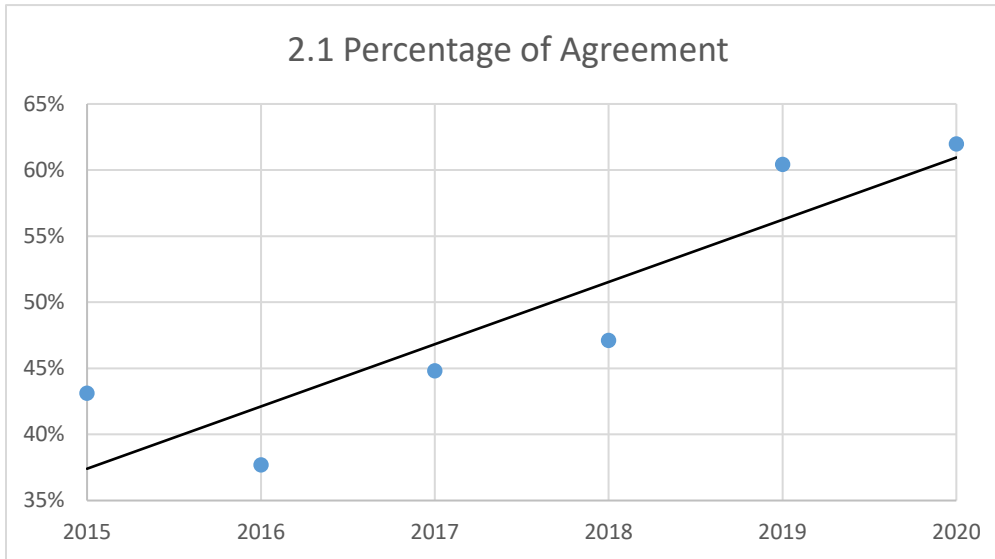
- The overall percentage of agreement found by combining the percentages of respondents who answered "Strongly Agree" or "Tend to Agree".
- The 10-year ranking of this year's percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.1 MSU has clear long-range plans.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 61.96%.
- This is the fourth (4th) highest score reported in the 10-year period of 2011 to 2020.
- There is a significant upward trend during the years 2015 – 2020 at $p < 0.05$.



- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=2.91) agree significantly more than males (mean=2.55) at $p < 0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=2.17) agree significantly less than Assistant Professors (mean=2.70) at $p < 0.01$.
 - **Professors vs. Instructors (n=63):** Professors (mean=2.17) agree significantly less than Instructors (mean=3.13) at $p < 0.001$.
 - **Associate Professors vs. Assistant Professors:** Associate Professors (mean=2.30) agree significantly less than Assistant Professors (mean=2.70) at $p < 0.05$.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.30) agree significantly less than Instructors (mean=3.13) at $p < 0.001$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.70) agree significantly less than Instructors (mean=3.13) at $p < 0.001$.
 - By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=2.22) agree significantly less than Tenure-Track faculty (mean=2.78) at $p < 0.001$.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.22) agree significantly less than special contract faculty (mean=3.04) at $p < 0.001$.

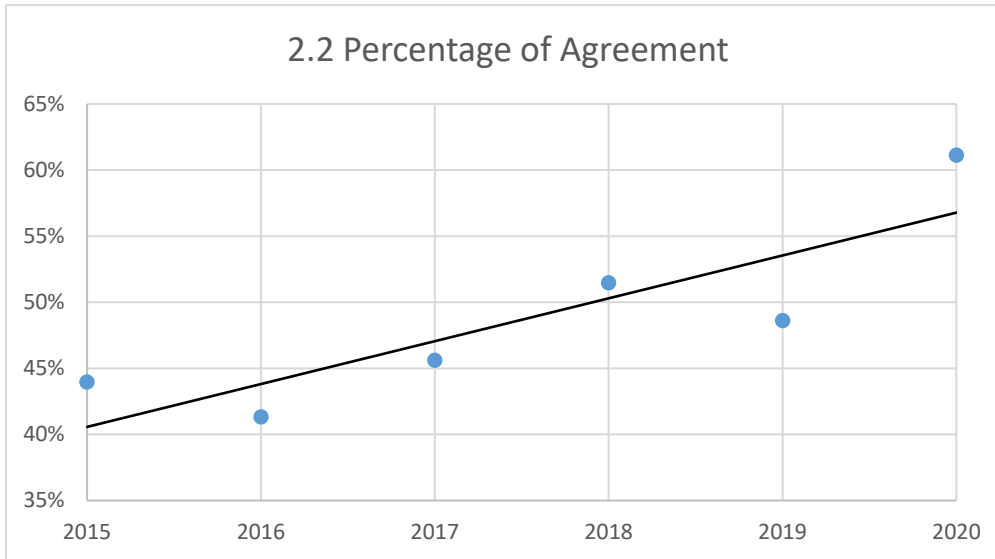
- **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.78) agree significantly less than special contract faculty (mean=3.04) at $p < 0.05$.
- By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=2.38) agree significantly less than faculty holding a master's degree (mean=3.00) at $p < 0.001$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.51) agree significantly less than faculty who work part-time (mean=3.15) at $p < 0.001$.
- Do you teach online courses? Yes or No
 - **Yes (n=101) vs. No (n=57):** Faculty that teach online (mean=2.79) agree significantly more than faculty who do not (mean=2.54) at $p < 0.05$.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.2 MSU has strategies in place addressing campus environmental sustainability.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 61.11%.
- This is the second (2nd) highest score reported in the 10-year period of 2011 to 2020 (2011: 78.00%).
- There is a significant upward trend during the years 2015 – 2020 at $p < 0.05$.



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=2.13) agree significantly less than Associate Professors (mean=2.60) at $p < 0.05$.
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=2.13) agree significantly less than Assistant Professors (mean=2.80) at $p < 0.001$.
 - **Professors vs. Instructors (n=63):** Professors (mean=2.13) agree significantly less than Instructors (mean=3.16) at $p < 0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.60) agree significantly less than Instructors (mean=3.16) at $p < 0.01$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.80) agree significantly less than Instructors (mean=3.16) at $p < 0.01$.
 - By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=2.36) agree significantly less than Tenure-Track faculty (mean=2.76) at $p < 0.01$.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.36) agree significantly less than special contract faculty (mean=3.13) at $p < 0.001$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.76) agree significantly less than special contract faculty (mean=3.13) at $p < 0.05$.

- By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.44) agree significantly less than faculty holding a master's degree (mean=3.09) at $p < 0.001$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.58) agree significantly less than faculty who work part-time (mean=3.20) at $p < 0.001$.
- Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.3 MSU provides an engaging campus atmosphere.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 79.75%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=3.20) agree significantly more than males (mean=2.88) at $p<0.01$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors (n=63):** Professors (mean=2.74) agree significantly less than Instructors (mean=3.33) at $p<0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.85) agree significantly less than Instructors (mean=3.33) at $p<0.05$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.00) agree significantly less than Instructors (mean=3.33) at $p<0.01$.
 - By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=2.76) agree significantly less than Tenure-Track faculty (mean=3.08) at $p<0.05$.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.76) agree significantly less than special contract faculty (mean=3.37) at $p<0.001$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master’s Degree (n=80):** Faculty holding a terminal degree (mean=2.87) agree significantly less than faculty holding a master’s degree (mean=3.23) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.91) agree significantly less than faculty who work part-time (mean=3.39) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.4 At MSU grade inflation is a problem.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 37.65%.
- **This is a 10-year low for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=2.35) agree significantly less than males (mean=2.69) at $p<0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=2.64) agree significantly more than Instructors (mean=2.30) at $p<0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.64) agree significantly more than special contract faculty (mean=2.28) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master’s Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.58) agree significantly more than faculty who work part-time (mean=2.22) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.5 At MSU salaries and raises are equitable.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 24.54%. **(Note: This is the lowest ranking percentage in all of Section 2 covering question 2.1 through 2.9.)**
- This is the fourth (4th) highest score reported in the 10-year period of 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=1.90) agree significantly less than males (mean=2.21) at $p<0.05$.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=2.17) agree significantly more than Associate Professors (mean=1.67) at $p<0.05$.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=1.67) agree significantly less than Instructors (mean=2.21) at $p<0.01$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=1.78) agree significantly more than Instructors (mean=2.21) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract:** Tenure-Track (mean=1.70) agree significantly less than special contract faculty (mean=2.12) at $p<0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master’s Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=1.87) agree significantly less than faculty who work part-time (mean=2.27) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - **Yes (n=101) vs. No (n=57):** Those faculty who teach online (mean=2.12) agree significantly more than those who do not (mean=1.75) at $p<0.01$.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.6 At MSU the role of general education is to foster the broad repertoire of intellectual, social, and cultural skills needed to function in the world.

Summary

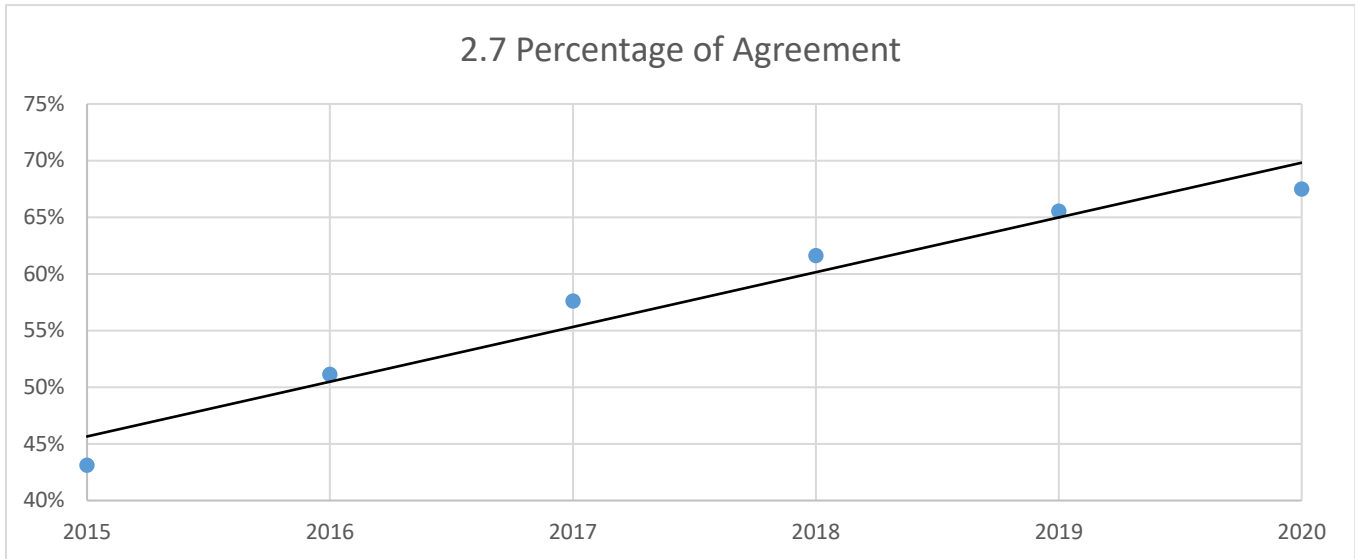
- Overall percentage of Strongly Agree + Tend to Agree was 82.72%. **(Note: This is the highest-ranking percentage in all of Section 2 covering questions 2.1 through 2.9.)**
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master’s Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=2.97) agree significantly less than faculty who work part-time (mean=3.17) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.7 The MSU administration effectively works with the faculty to achieve common goals.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 67.48%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There is a significant upward trend during the years 2015 – 2020 at $p < 0.001$.



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.48) agree significantly less than Assistant Professors (mean=2.96) at $p < 0.05$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.48) agree significantly less than Instructors (mean=3.09) at $p < 0.01$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.38) agree significantly less than Assistant Professors (mean=2.96) at $p < 0.01$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.38) agree significantly less than Instructors (mean=3.09) at $p < 0.01$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.41) agree significantly less than Tenure-Track faculty (mean=3.00) at $p < 0.001$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.41) agree significantly less than special contract faculty (mean=3.04) at $p < 0.001$.
 - Tenure-Track vs. Special Contract: no significant difference.

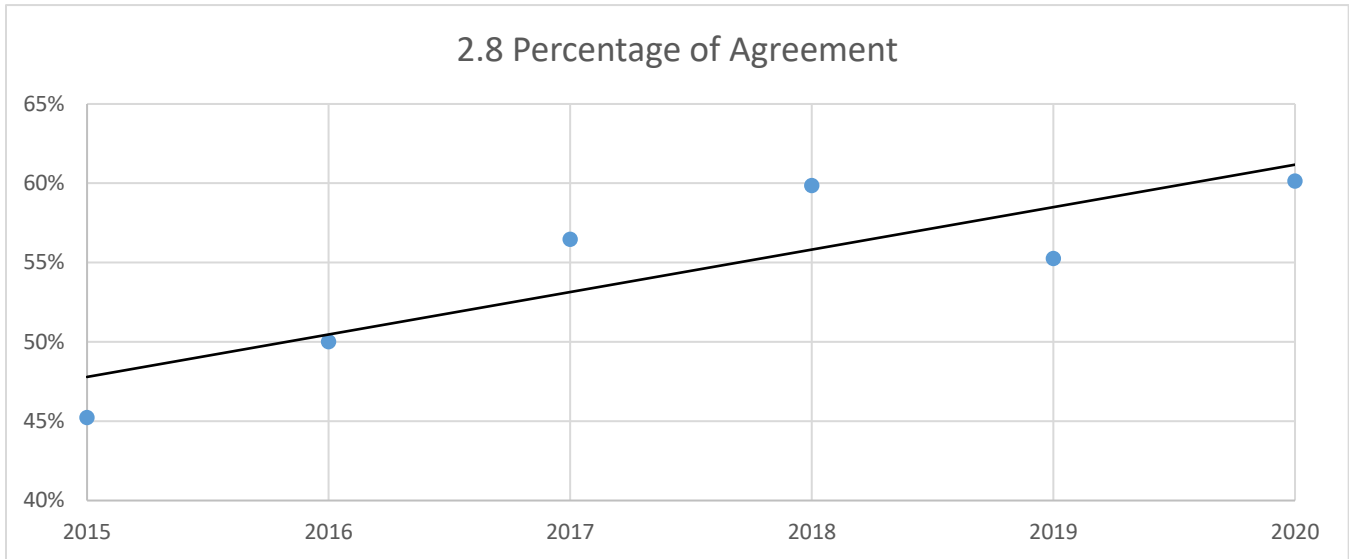
- By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty with a terminal degree (mean=2.64) agree significantly less than faculty with a Master's degree (mean=3.00) at $p < 0.01$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.72) agree significantly less than faculty who work part-time (mean=3.07) at $p < 0.01$.
- Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.8 The MSU administration promotes scholarship.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 60.12%.
- This is the second (2nd) highest score reported in the 10-year period of 2011 to 2020 (2011: 66.00%).
- There is a significant upward trend during the years 2015 – 2020 at $p < 0.05$.



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.70) agree significantly less than Instructors (mean=3.26) at $p < 0.01$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.43) agree significantly less than Instructors (mean=3.26) at $p < 0.001$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.73) agree significantly less than Instructors (mean=3.26) at $p < 0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.57) agree significantly less than special contract faculty (mean=3.19) at $p < 0.001$.
 - **Tenure-Track vs. Special Contract**: Tenured-Track faculty (mean=2.72) agree significantly less than special contract faculty (mean=3.19) at $p < 0.01$.

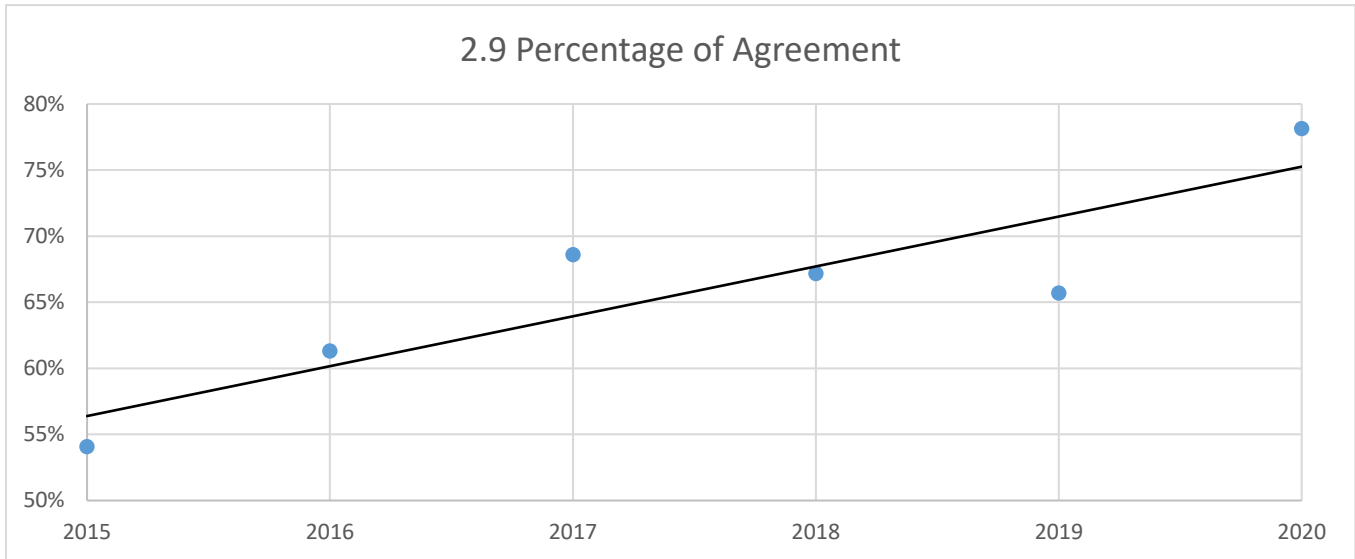
- By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty with a terminal degree (mean=2.66) agree significantly less than faculty with a Master's degree (mean=3.02) at $p < 0.01$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.68) agree significantly less than faculty who work part-time (mean=3.31) at $p < 0.001$.
- Do you teach online courses? Yes or No
 - **Yes** (n=101) **vs. No** (n=57): Those faculty who teach online (mean=2.93) agree significantly more than those who do not (mean=2.69) at $p < 0.05$.

“State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.”

2.9 The MSU administration promotes academic excellence.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 78.13%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There is a significant upward trend during the years 2015 – 2020 at $p < 0.05$.



- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.83) agree significantly less than Instructors (mean=3.25) at $p < 0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.67) agree significantly less than Instructors (mean=3.25) at $p < 0.01$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.98) agree significantly less than Instructors (mean=3.25) at $p < 0.05$.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.72) agree significantly less than Tenure-Track faculty (mean=3.99) at $p < 0.001$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.72) agree significantly less than special contract faculty (mean=3.18) at $p < 0.001$.
 - Tenure-Track vs. Special Contract: no significant difference.

- By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty with a terminal degree (mean=2.87) agree significantly less than faculty with a Master's degree (mean=3.08) at $p < 0.05$.
- Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.88) agree significantly less than faculty who work part-time (mean=3.27) at $p < 0.001$.
- Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

Section 3 of the survey is titled “**State of the Faculty**” and includes four (4) questions numbered 3.1 through 3.4.

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Description of Section 3 and overview of analysis for this section.

These four (4) questions are all prefaced with the following:

"State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty."

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 3 (reverse scored):

- 4 – Strongly Agree
- 3 – Tend to Agree
- 2 – Tend to Disagree
- 1 – Strongly Disagree

For each question, the quantitative analysis includes:

- The overall percentage of agreement found by combining the percentages of respondents who answered “Strongly Agree” or “Tend to Agree”.
- The 10-year ranking of this year’s percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

“State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.”

3.1 MSU faculty promote academic excellence.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 88.34%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.91) agree significantly less than Instructors (mean=3.36) at $p<0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=2.90) agree significantly less than Instructors (mean=3.36) at $p<0.01$.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.04) agree significantly less than Instructors (mean=3.36) at $p<0.001$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.93) agree significantly less than special contract faculty (mean=3.26) at $p<0.01$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master’s Degree** (n=80): Faculty holding a terminal degree (mean=3.00) agree significantly less than faculty holding a master’s degree (mean=3.19) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=3.03) agree significantly less than faculty who work part-time (mean=3.33) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.”

3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 49.38%.
- This is the second (2nd) highest percentage for this question during the period covering 2011 to 2020. (2011: 56%)
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.35) agree significantly less than Assistant Professors (mean=2.70) at p<0.05.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.35) agree significantly less than Instructors (mean=2.83) at p<0.01.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.38) agree significantly less than Instructors (mean=2.83) at p<0.05.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.38) agree significantly less than Tenure-Track faculty (mean=2.71) at p<0.05.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.38) agree significantly less than special contract faculty (mean=2.69) at p<0.05.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master’s Degree** (n=80): Faculty holding a terminal degree (mean=2.47) agree significantly less than faculty holding a master’s degree (mean=2.75) at p<0.05.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.”

3.3 I am satisfied with the renovations made at MSU in the last year.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 63.13%.
- This is the second (2nd) highest percentage for this question during the period covering 2011 to 2020. (2011: 79.59%)
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.62) agree significantly less than Instructors (mean=3.19) at p<0.01.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.59) agree significantly less than Instructors (mean=3.19) at p<0.01.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.93) agree significantly less than Instructors (mean=3.19) at p<0.05.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.59) agree significantly less than Tenure-Track faculty (mean=2.91) at p<0.05.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.59) agree significantly less than special contract faculty (mean=3.13) at p<0.001.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master’s Degree** (n=80): Faculty holding a terminal degree (mean=2.66) agree significantly less than faculty holding a master’s degree (mean=3.11) at p<0.001.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty working full-time (mean=2.79) agree significantly less than faculty working part-time (mean=3.16) at p<0.01.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.”

3.4 I am actively seeking employment at other institutions/organizations.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 23.31%.
- This is the ninth (9th) highest percentage (i.e., the second lowest) for this question during the 10-year period covering 2011 to 2020. (2013: 22.97%)
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=1.80) agree significantly less than males (mean=2.22) at $p<0.05$.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=1.50) agree significantly less than Associate Professors (mean=2.05) at $p<0.05$.
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=1.50) agree significantly less than Assistant Professors (mean=2.13) at $p<0.01$.
 - Professors vs. Instructors (n=63): Professors (mean=2.62) no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master’s Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

Section 4 of the survey is untitled and includes 23 questions numbered 4.1 through 4.23.

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Description of Section 4 and overview of analysis for this section.

These 23 questions are all prefaced with the following:

"I receive adequate support from:"

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 2 (reverse scored):

4 – Strongly Agree

3 – Tend to Agree

2 – Tend to Disagree

1 – Strongly Disagree

For each question, the quantitative analysis includes:

- The overall percentage of agreement found by combining the percentages of respondents who answered "Strongly Agree" or "Tend to Agree".
- The 10-year ranking of this year's percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

"I receive adequate support from:"

4.1 My specific department within my college.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 91.41%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=3.14) agree significantly less than Instructors (mean=3.59) at $p < 0.05$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.2 The Business Office.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 78.88%.
- **This is a 10-year high for this question during the period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.3 The Center for Extended Learning.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 74.07%.
- This ranks fourth (4th) during the 10-year period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=3.05) agree significantly less than instructors (mean=3.47) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=3.05) agree significantly less than instructors (mean=3.47) at $p<0.05$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.16) agree significantly less than special contract faculty (mean=3.44) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Those that hold a terminal degree (mean=3.09) agree significantly less than those who hold a Master's degree (mean=3.44) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.17) agree significantly less than faculty who work part-time (mean=3.49) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.4 Enrollment Services.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 62.96%.
- This ranks seventh (7th) during the 10-year period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=3.23) agree significantly more than males (mean=2.86) at $p<0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=2.67) agree significantly less than Assistant Professors (mean=3.09) at $p<0.05$.
 - **Professors vs. Instructors (n=63):** Professors (mean=2.67) agree significantly less than instructors (mean=3.42) at $p<0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.09) agree significantly less than instructors (mean=3.42) at $p<0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.88) agree significantly less than special contract faculty (mean=3.41) at $p<0.01$.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.06) agree significantly less than special contract faculty (mean=3.41) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Those that hold a terminal degree (mean=2.79) agree significantly less than those who hold a Master's degree (mean=3.40) at $p<0.001$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty (n=106) vs. Part-time faculty (n=53):** Faculty who work full-time (mean=3.01) agree significantly less than faculty who work part-time (mean=3.35) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.5 Human Resources.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 68.10%.
- This ranks third (3rd) highest during the 10-year period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.43) agree significantly less than Assistant Professors (mean=3.24) at $p<0.001$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.43) agree significantly less than instructors (mean=3.44) at $p<0.001$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.53) agree significantly less than Assistant Professors (mean=3.24) at $p<0.01$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.53) agree significantly less than instructors (mean=3.44) at $p<0.05$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.63) agree significantly less than Tenure-Track faculty (mean=3.11) at $p<0.01$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.63) agree significantly less than special contract faculty (mean=3.40) at $p<0.001$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=3.11) agree significantly less than special contract faculty (mean=3.40) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Those that hold a terminal degree (mean=2.84) agree significantly less than those who hold a Master's degree (mean=3.28) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.94) agree significantly less than faculty who work part-time (mean=3.30) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.6 Library.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 80.37%.
- This ranks ninth (9th) highest during the 10-year period covering 2011 to 2020. (Lowest was 2018: 77.37%)
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.32) agree significantly less than instructors (mean=3.59) at $p < 0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.7 Facilities Management.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 72.84%.
- This ranks seventh (7th) highest during the 10-year period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=3.17) agree significantly less than instructors (mean=3.52) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.20) agree significantly less than special contract faculty (mean=3.50) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Those that hold a terminal degree (mean=3.23) agree significantly less than those who hold a Master's degree (mean=3.46) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.27) agree significantly less than faculty who work part-time (mean=3.54) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.8 Registrar's Office.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 84.05%.
- This ranks seventh (7th) highest during the 10-year period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.9 Student Health and Counseling.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 59.88%.
- **This ranks 10th highest (a 10-year low) during the 10-year period covering 2011 to 2020.**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.16) agree significantly less than instructors (mean=3.50) at $p < 0.05$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.10) agree significantly less than special contract faculty (mean=3.46) at $p < 0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.10 Marketing Office (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 49.69%. **(Note: This is the lowest percentage of agreement for all 23 questions in section four.)**
- This ranks third (3rd) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.14) agree significantly less than Assistant Professors (mean=2.74) at $p<0.05$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.14) agree significantly less than instructors (mean=3.31) at $p<0.001$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.53) agree significantly less than instructors (mean=3.31) at $p<0.01$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.74) agree significantly less than instructors (mean=3.31) at $p<0.01$.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.40) agree significantly less than Tenure-Track faculty (mean=2.79) at $p<0.05$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.40) agree significantly less than special contract faculty (mean=3.19) at $p<0.001$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=2.79) agree significantly less than special contract faculty (mean=3.19) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.44) agree significantly less than faculty holding a Master's degree (3.06) at $p<0.001$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty working full-time (mean=2.58) agree significantly less than faculty working part-time (mean=3.26) at $p<0.001$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.11 University Communications (Public Information Office) included beginning with the 2016 version of the FSS.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 67.90%.
- This ranks third (3rd) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=3.04) agree significantly less than instructors (mean=3.49) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.95) agree significantly less than instructors (mean=3.49) at $p<0.01$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=3.14) agree significantly less than instructors (mean=3.49) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.00) agree significantly less than special contract faculty (mean=3.47) at $p<0.01$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=3.09) agree significantly less than special contract faculty (mean=3.47) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=3.04) agree significantly less than faculty holding a Master's degree (3.35) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty working full-time (mean=3.10) agree significantly less than faculty working part-time (mean=3.38) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.12 Financial Aid Office (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 64.60%.
- This ranks third (3rd) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.13 Payroll Office. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 80.37%.
- This ranks third (3rd) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.14 Bookstore. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 87.12%.
- This ranks second (2nd) highest during the 5-year period covering 2016 to 2020. (2019: 88.28%)
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.15 President's Office. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 68.71%.
- This ranks second (2nd) highest during the 5-year period covering 2016 to 2020. (2017: 75.20%)
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.70) agree significantly less than Assistant Professors (mean=3.30) at p<0.01.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.70) agree significantly less than instructors (mean=3.33) at p<0.01.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.67) agree significantly less than Assistant Professors (mean=3.30) at p<0.01.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.67) agree significantly less than instructors (mean=3.33) at p<0.01.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.80) agree significantly less than Tenure-Track faculty (mean=3.22) at p<0.05.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.80) agree significantly less than special contract faculty (mean=3.26) at p<0.05.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.87) agree significantly less than faculty holding a master's degree (mean=3.28) at p<0.01.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty working full-time (mean=3.00) agree significantly less than faculty working part-time (mean=3.29) at p<0.05.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.16 Vice President of Academic Affairs Office. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 72.22%.
- This ranks fourth (4th) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females** (n=93) vs. **Males** (n=47): Females (mean=3.21) agree significantly less than males (mean=3.54) at $p < 0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.17 Vice President of Student Affairs Office. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 59.88%.
- This ranks second (2nd) highest during the 5-year period covering 2016 to 2020. (2017: 63.49%)
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=2.50) agree significantly less than Assistant Professors (mean=3.14) at $p<0.01$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.50) agree significantly less than instructors (mean=3.38) at $p<0.001$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=2.53) agree significantly less than Assistant Professors (mean=3.14) at $p<0.01$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.53) agree significantly less than instructors (mean=3.38) at $p<0.001$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.57) agree significantly less than Tenure-Track faculty (mean=3.11) at $p<0.01$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.57) agree significantly less than special contract faculty (mean=3.31) at $p<0.001$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.73) agree significantly less than faculty holding a master's degree (mean=3.25) at $p<0.001$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty working full-time (mean=2.87) agree significantly less than faculty working part-time (mean=3.26) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.18 Security/Police Services. (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 74.69%.
- This ranks third (3rd) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.19 Information Technology Center. (ITC). (included beginning with the 2016 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 88.96%.
- This ranks fourth (4th) highest during the 5-year period covering 2016 to 2020.
- There was no significant trend during the years 2016 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females (n=93) vs. Males (n=47):** Females (mean=3.59) agree significantly more than males (mean=3.40) at $p<0.05$.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=3.70) agree significantly more than Assistant Professors (mean=3.32) at $p<0.01$.
 - Professors vs. Instructors (n=63): no significant difference.
 - **Associate Professors vs. Assistant Professors:** Associate Professors (mean=3.67) agree significantly more than Assistant Professors (mean=3.32) at $p<0.05$.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors:** Assistant Professors (mean=3.32) agree significantly less than instructors (mean=3.57) at $p<0.05$.
 - By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=3.65) agree significantly more than Tenure-Track faculty (mean=3.22) at $p<0.01$.
 - Tenured vs. Special Contract (n=57): no significant difference
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.22) agree significantly less than special contract faculty (mean=3.67) at $p<0.01$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - **Yes (n=101) vs. No (n=57):** Those faculty who teach online (mean=3.59) agree significantly more than those who do not (mean=3.37) at $p<0.05$.

"I receive adequate support from:"

4.20 Career Services. (included beginning with the 2020 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 53.09%.
- This is the first year this question was asked on the FSS.
- Because this is the first year this question was asked, there was no opportunity to analyze a trend.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.79) agree significantly less than instructors (mean=3.45) at $p<0.01$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=3.18) agree significantly less than instructors (mean=3.45) at $p<0.05$.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.86) agree significantly less than Tenure-Track faculty (mean=3.19) at $p<0.05$.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.86) agree significantly less than special contract faculty (mean=3.48) at $p<0.01$
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=3.19) agree significantly less than special contract faculty (mean=3.48) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty with a terminal degree (mean=2.90) agree significantly less than faculty with a Master's degree (mean=3.34) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.05) agree significantly less than faculty who work part-time (mean=3.35) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.21 POWER Center. (included beginning with the 2018 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 50.00%.
- This ranks third (3rd) highest during the 3-year period covering 2018 to 2020.
- Because this is only the third year this question was asked (fewer than five data points), there was no opportunity to analyze a trend.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty with a terminal degree (mean=3.02) agree significantly less than faculty with a Master's degree (mean=3.30) at p<0.05.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=3.07) agree significantly less than faculty who work part-time (mean=3.43) at p<0.01.
 - Do you teach online courses? Yes or No
 - **Yes** (n=101) **vs. No** (n=57): Those faculty who teach online (mean=3.06) agree significantly less than those who do not (mean=3.34) at p<0.05.

"I receive adequate support from:"

4.22 Academic Tutoring. (included beginning with the 2020 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 61.11%.
- This is the first year this question was asked on the FSS.
- Because this is the first year this question was asked, there was no opportunity to analyze a trend.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty with a terminal degree (mean=3.11) agree significantly less than faculty with a Master's degree (mean=3.35) at $p < 0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.15) agree significantly less than faculty who work part-time (mean=3.46) at $p < 0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"I receive adequate support from:"

4.23 Writing Center. (included beginning with the 2020 version of the FSS).

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 57.14%.
- This is the first year this question was asked on the FSS.
- Because this is the first year this question was asked, there was no opportunity to analyze a trend.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - **Professors vs. Assistant Professor** (n=47): Professors (mean=2.87) agree significantly less than Assistant Professors (mean=3.27) at $p < 0.05$.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.87) agree significantly less than Instructors (mean=3.39) at $p < 0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=3.03) agree significantly less than special contract faculty (mean=3.39) at $p < 0.05$
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty with a terminal degree (mean=3.06) agree significantly less than faculty with a Master's degree (mean=3.34) at $p < 0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.13) agree significantly less than faculty who work part-time (mean=3.42) at $p < 0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

Section 5 of the survey is titled “**Faculty Governance**” and includes five (5) questions numbered 5.1 through 5.5.

Contents

Description of Section 5 and overview of analysis for this section. 2

5.1 I am satisfied with the overall effectiveness of faculty governance at MSU. 3

5.2 The Faculty Senate's role at MSU is clear. 4

5.3 I am aware of Faculty Senate activities. 5

5.4 Faculty senators report and solicit information from colleagues in their respective area. 6

5.5 The administration takes Faculty Senate decisions seriously. 7

Description of Section 5 and overview of analysis for this section.

These five (5) questions are all prefaced with the following:

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 3 (reverse scored):

- 4 – Strongly Agree
- 3 – Tend to Agree
- 2 – Tend to Disagree
- 1 – Strongly Disagree

For each question, the quantitative analysis includes:

- The overall percentage of agreement found by combining the percentages of respondents who answered "Strongly Agree" or "Tend to Agree".
- The 10-year ranking of this year's percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 64.81%.
- This is the fifth (5th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.78) agree significantly less than Instructors (mean=3.16) at p<0.05.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.55) agree significantly less than Instructors (mean=3.16) at p<0.01.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.83) agree significantly less than Instructors (mean=3.16) at p<0.05.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.66) agree significantly less than special contract faculty (mean=3.05) at p<0.01.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) **vs. Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.71) agree significantly less than faculty holding a master's degree (mean=3.06) at p<0.01.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) **vs. Part-time faculty** (n=53): Faculty who work full-time (mean=2.76) agree significantly less than faculty who work part-time (mean=3.19) at p<0.001.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

5.2 The Faculty Senate's role at MSU is clear.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 61.11%.
- This is the seventh (7th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.72) agree significantly less than faculty holding a master's degree (mean=2.97) at $p < 0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.75) agree significantly less than faculty who work part-time (mean=3.10) at $p < 0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

5.3 I am aware of Faculty Senate activities.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 67.50%.
- This is the ninth (9th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=3.13) agree significantly more than Associate Professors (mean=2.60) at $p<0.05$.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - **Associate Professors vs. Assistant Professors:** Associate Professors (mean=2.60) agree significantly less than Assistant Professors (mean=3.11) at $p<0.05$.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=3.14) agree significantly more than special contract faculty (mean=2.80) at $p<0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

5.4 Faculty senators report and solicit information from colleagues in their respective area.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 61.49%.
- This is the fourth (4th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - **Females** (n=93) vs. **Males** (n=47): Females (mean=3.04) agree significantly more than males (mean=2.78) at $p < 0.05$.
 - By Rank
 - **Professors** (n=23) vs. **Associate Professors** (n=21): Professors (mean=3.04) agree significantly more than Associate Professors (mean=2.65) at $p < 0.05$.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance."

5.5 The administration takes Faculty Senate decisions seriously.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 57.23%. **(Note: This is the lowest percentage of all the questions contained in section 5 of the survey.)**
- This is the fourth (4th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference
 - **Professors vs. Instructors** (n=63): Professors (mean=2.67) agree significantly less than instructors (mean=3.19) at p<0.05.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.68) agree significantly less than instructors (mean=3.19) at p<0.05.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=2.71) agree significantly less than Tenure-Track faculty (mean=3.03) at p<0.05.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.71) agree significantly less than special contract faculty (mean=3.06) at p<0.05.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.70) agree significantly less than faculty holding a master's degree (mean=3.11) at p<0.01.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

Sections 6 & 7 of the survey are titled “**Curriculum**” and “**Tenure and Promotion**”, respectively. Section 6 includes two (2) questions numbered 6.1 and 6.2; while Section 7 includes four (4) questions numbered 7.1 through 7.4.

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Description of Section 6 and overview of analysis for this section.

These two (2) questions are all prefaced with the following:

"Curriculum:"

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 3 (reverse scored):

4 – Strongly Agree

3 – Tend to Agree

2 – Tend to Disagree

1 – Strongly Disagree

For each question, the quantitative analysis includes:

- The overall percentage of agreement found by combining the percentages of respondents who answered “Strongly Agree” or “Tend to Agree”.
- The 10-year ranking of this year’s percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.
- Those results that were significant are highlighted in **bolded text**.

"Curriculum:"

6.1 I understand the curriculum development process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 80.98%.
- This is the sixth (6th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master's Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - **Yes** (n=101) **vs. No** (n=57): Those faculty who teach online (mean=3.16) agree significantly more than those who do not (mean=2.91) at $p < 0.05$.

"Curriculum:"

6.2 The curriculum development process at MSU is effective.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 71.17%.
- This is the fifth (5th) highest percentage for this question during the period covering 2011 to 2020.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - Professors vs. Assistant Professors (n=47): no significant difference.
 - **Professors vs. Instructors** (n=63): Professors (mean=2.83) agree significantly less than instructors (mean=3.15) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=2.55) agree significantly less than instructors (mean=3.15) at $p<0.01$.
 - **Assistant Professors vs. Instructors**: Assistant Professors (mean=2.82) agree significantly less than instructors (mean=3.15) at $p<0.01$.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - **Tenured vs. Special Contract** (n=57): Tenured faculty (mean=2.73) agree significantly less than special contract faculty (mean=3.09) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=2.79) agree significantly less than faculty holding a master's degree (mean=3.00) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=2.79) agree significantly less than faculty who work part-time (mean=3.14) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

Description of Section 7 and overview of analysis for this section.

These four (4) questions are all prefaced with the following:

“Tenure and Promotion:”

For reporting purposes, the following scoring table was used:

Response scale scoring for Section 3 (reverse scored):

4 – Strongly Agree

3 – Tend to Agree

2 – Tend to Disagree

1 – Strongly Disagree

For each question, the quantitative analysis includes:

- The overall percentage of agreement found by combining the percentages of respondents who answered “Strongly Agree” or “Tend to Agree”.
- The 10-year ranking of this year’s percentage of agreement (i.e., 2011 to 2020).
- Whether there has been a significant upward or downward trend for the period 2015 to 2020 as this represents the entirety of surveys collected during the tenure of the current MSU President (July, 2014).
- A summary of significant differences found in responses by the various demographics for each survey question. Please see each individual PDF files for further details of the demographic analyses.

Those results that were significant are highlighted in **bolded text**.

“Tenure and Promotion:”

7.1 I understand the tenure process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 66.87%.
- **This is the tenth (10th) highest percentage for this question during the period covering 2011 to 2020 (i.e., the lowest for the 10-year period).**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=3.70) agree significantly more than Assistant Professors (mean=3.00) at $p<0.001$.
 - **Professors vs. Instructors** (n=63): Professors (mean=3.70) agree significantly more than instructors (mean=2.74) at $p<0.001$.
 - **Associate Professors vs. Assistant Professors**: Associate Professors (mean=3.50) agree significantly more than Assistant Professors (mean=3.00) at $p<0.001$.
 - **Associate Professors vs. Instructors**: Associate Professors (mean=3.50) agree significantly more than instructors (mean=2.74) at $p<0.001$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=3.54) agree significantly more than Tenure-Track contract faculty (mean=3.06) at $p<0.001$.
 - **Tenured vs. Special Contract** (n=57): Tenure-Track faculty (mean=3.54) agree significantly more than special contract faculty (mean=2.65) at $p<0.001$.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=3.06) agree significantly more than special contract faculty (mean=2.65) at $p<0.001$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master’s Degree** (n=80): Faculty holding a terminal degree (mean=3.40) agree significantly more than faculty holding a master’s degree (mean=2.86) at $p<0.001$.
 - Full-time faculty vs. Part-time faculty
 - **Full-time faculty** (n=106) vs. **Part-time faculty** (n=53): Faculty who work full-time (mean=3.25) agree significantly more than faculty who work part-time (mean=2.69) at $p<0.01$.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Tenure and Promotion:"

7.2 The tenure process at MSU is effective.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 49.69%.
- **This is the tenth (10th) highest percentage for this question during the period covering 2011 to 2020 (i.e., the lowest for the 10-year period).**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - Professors (n=23) vs. Associate Professors (n=21): no significant difference.
 - **Professors vs. Assistant Professors** (n=47): Professors (mean=3.22) agree significantly more than Assistant Professors (mean=2.64) at $p<0.01$.
 - **Professors vs. Instructors** (n=63): Professors (mean=3.22) agree significantly more than instructors (mean=2.71) at $p<0.05$.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured** (n=46) vs. **Tenure-Track** (n=37): Tenured faculty (mean=3.16) agree significantly more than Tenure-Track contract faculty (mean=2.42) at $p<0.001$.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract**: Tenure-Track faculty (mean=2.42) agree significantly less than special contract faculty (mean=2.91) at $p<0.05$.
 - By Highest Degree
 - **Terminal Degree** (n=72) vs. **Master's Degree** (n=80): Faculty holding a terminal degree (mean=3.05) agree significantly more than faculty holding a master's degree (mean=2.65) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

"Tenure and Promotion:"

7.3 I understand the promotion process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 65.64%.
- **This is the tenth (10th) highest percentage for this question during the period covering 2011 to 2020 (i.e., the lowest for the 10-year period).**
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): no significant difference.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=3.70) agree significantly more than Associate Professors (mean=3.25) at $p<0.01$.
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=3.70) agree significantly more than Assistant Professors (mean=2.91) at $p<0.001$.
 - **Professors vs. Instructors (n=63):** Professors (mean=3.70) agree significantly more than instructors (mean=2.74) at $p<0.001$.
 - **Associate Professors vs. Assistant Professors:** Associate Professors (mean=3.25) agree significantly more than Assistant Professors (mean=2.91) at $p<0.05$.
 - **Associate Professors vs. Instructors:** Associate Professors (mean=3.25) agree significantly more than instructors (mean=2.74) at $p<0.01$.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - **Tenured (n=46) vs. Tenure-Track (n=37):** Tenured faculty (mean=2.71) agree significantly less than Tenure-Track faculty (mean=3.03) at $p<0.05$.
 - **Tenured vs. Special Contract (n=57):** Tenured faculty (mean=2.71) agree significantly less than special contract faculty (mean=3.06) at $p<0.05$.
 - Tenure-Track vs. Special Contract: no significant difference.
 - By Highest Degree
 - **Terminal Degree (n=72) vs. Master's Degree (n=80):** Faculty holding a terminal degree (mean=2.70) agree significantly less than faculty holding a master's degree (mean=3.11) at $p<0.01$.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.

“Tenure and Promotion:”

7.4 The promotion process at MSU is effective.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 46.30%. **(Note: This is the lowest percentage of all the questions contained in section 7 of the survey.)**
- This is the fourth (4th) highest percentage for this question during the period covering 2011 to 2020 (i.e., the lowest for the 10-year period).
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=93) vs. Males (n=47): Females (mean=2.65) agree significantly less than males (mean=2.97) at $p < 0.05$.
 - By Rank
 - **Professors (n=23) vs. Associate Professors (n=21):** Professors (mean=3.04) agree significantly more than Associate Professors (mean=2.56) at $p < 0.05$
 - **Professors vs. Assistant Professors (n=47):** Professors (mean=3.04) agree significantly more than Associate Professors (mean=2.60) at $p < 0.05$
 - Professors vs. Instructors (n=63): no significant difference.
 - Associate Professors vs. Assistant Professors: no significant difference.
 - Associate Professors vs. Instructors: no significant difference.
 - Assistant Professors vs. Instructors: no significant difference.
 - By Tenure
 - Tenured (n=46) vs. Tenure-Track (n=37): no significant difference.
 - Tenured vs. Special Contract (n=57): no significant difference.
 - **Tenure-Track vs. Special Contract:** Tenure-Track faculty (mean=2.51) agree significantly less than special contract faculty (mean=2.91) at $p < 0.05$.
 - By Highest Degree
 - Terminal Degree (n=72) vs. Master’s Degree (n=80): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=106) vs. Part-time faculty (n=53): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=101) vs. No (n=57): no significant difference.