Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
1.1 Opportunity for scholarly pursuits.	2.56	2.86	p<0.05
1.2 Opportunity to implement new ideas.	2.81	3.05	p<0.05
1.3 Teaching load	2.69	3.07	p<0.01
1.4 Quality of students.	2.78	3.01	p<0.05
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.15	3.17	
1.6 Recruiting of students.	1.96	2.55	p<0.001
1.7 Scholarship opportunities for students.	2.66	2.98	p<0.05
1.8 Working conditions (hours, location, etc).	3.06	3.23	
1.9 Autonomy and Independence.	3.16	3.42	p<0.05
1.10 Professional relationships with other faculty.	3.15	3.19	
1.11 Social relationships with other faculty.	3.09	3.10	
1.12 Competence of colleagues.	3.06	3.31	p<0.05
1.13 Relationship with administration.	2.79	3.22	p<0.01
1.14 Job Security.	2.65	2.82	
1.15 Overall job satisfaction.	2.99	3.15	
Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
2.1 MSU has clear long-range plans.	2.38	3.00	p<0.001
2.2 MSU has strategies in place addressing campus environmental sustainability.	2.44	3.09	p<0.001
2.3 MSU provides an engaging campus atmosphere.	2.87	3.23	p<0.01
2.4 At MSU grade inflation is a problem.	2.62	2.37	
2.5 At MSU salaries and raises are equitable.	1.99	1.97	
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.	2.93	3.04	
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.64	3.00	p<0.01
2.8 The MSU administration promotes scholarship.	2.66	3.02	p<0.01
2.9 The MSU administration promotes academic excellence.	2.87	3.08	p<0.05
Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
3.1 MSU faculty promote academic excellence.	3.00	3.19	p<0.05
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.47	2.75	p<0.05
3.3 I am satisfied with the renovations made at MSU in the last year.	2.66	3.11	p<0.001
3.4 I am actively seeking employment at other institutions/organizations.	1.97	1.97	

Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
4.1 My specific department within my college.	3.49	3.46	
4.2 The Business Office.	3.22	3.32	
4.3 The Center for Extended Learning.	3.09	3.44	p<0.01
4.4 Enrollment Services.	2.79	3.40	p<0.001
4.5 Human Resources.	2.84	3.28	p<0.01
4.6 Library.	3.38	3.52	
4.7 Facilities Management.	3.23	3.46	p<0.05
4.8 Registrar's Office.	3.54	3.49	
4.9 Student Health and Counseling.	3.28	3.30	
4.10 Marketing Office.	2.44	3.06	p<0.001
4.11 University Communications (Public Information Office).	3.04	3.35	p<0.05
4.12 Financial Aid Office.	3.31	3.44	
4.13 Payroll Office.	3.48	3.37	
4.14 Bookstore.	3.40	3.54	
4.15 President's Office.	2.87	3.28	p<0.01
4.16 Vice President of Academic Affairs Office.	3.28	3.31	
4.17 Vice President of Student Affairs Office.	2.73	3.25	p<0.001
4.18 Security/Police Services.	3.42	3.45	
4.19 Information Technology Center. (ITC)	3.49	3.51	
4.20 Career Services.	2.90	3.34	p<0.01
4.21 POWER Center	3.02	3.30	p<0.05
4.22 Academic Tutoring.	3.11	3.35	p<0.05
4.23 Writing Center.	3.06	3.34	p<0.05
Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.	2.71	3.06	p<0.01
5.2 The Faculty Senate's role at MSU is clear.	2.72	2.97	p<0.05
5.3 I am aware of Faculty Senate activities.	3.01	2.91	
5.4 Faculty senators report and solicit information from colleagues in their respective area.	2.90	2.91	
5.5 The administration takes Faculty Senate decisions seriously.	2.70	3.11	p<0.01
Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Terminal (72)	Masters (80)	Terminal (72) v. Masters (80)
6.1 I understand the curriculum development process.	3.16	3.03	
6.2 The curriculum development process at MSU is effective.	2.79	3.00	p<0.05
7.1 I understand the tenure process.	3.40	2.86	p<0.001
7.2 The tenure process at MSU is effective.	3.05	2.65	p<0.01
7.3 I understand the promotion process.	3.30	2.82	p<0.001
7.4 The promotion process at MSU is effective.	2.83	2.66	

Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
1.1 Opportunity for scholarly pursuits.	2.59	3.19	$p < 0.001$
1.2 Opportunity to implement new ideas.	2.81	3.33	$p < 0.001$
1.3 Teaching load	2.77	3.12	$p < 0.05$
1.4 Quality of students.	2.82	3.17	$p < 0.01$
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.21	3.16	
1.6 Recruiting of students.	2.05	2.93	$p < 0.001$
1.7 Scholarship opportunities for students.	2.72	3.24	$p < 0.001$
1.8 Working conditions (hours, location, etc).	3.10	3.24	
1.9 Autonomy and Independence.	3.18	3.56	$p < 0.001$
1.10 Professional relationships with other faculty.	3.11	3.34	
1.11 Social relationships with other faculty.	3.04	3.26	
1.12 Competence of colleagues.	3.04	3.55	$p < 0.001$
1.13 Relationship with administration.	2.88	3.34	$p < 0.001$
1.14 Job Security.	2.69	2.86	
1.15 Overall job satisfaction.	2.99	3.23	$p < 0.05$
Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
2.1 MSU has clear long-range plans.	2.51	3.15	$p < 0.001$
2.2 MSU has strategies in place addressing campus environmental sustainability.	2.58	3.20	$p < 0.001$
2.3 MSU provides an engaging campus atmosphere.	2.91	3.39	$p < 0.001$
2.4 At MSU grade inflation is a problem.	2.58	2.22	$p < 0.05$
2.5 At MSU salaries and raises are equitable.	1.87	2.27	$p < 0.01$
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.	2.97	3.17	$p < 0.05$
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.72	3.07	$p < 0.01$
2.8 The MSU administration promotes scholarship.	2.68	3.31	$p < 0.001$
2.9 The MSU administration promotes academic excellence.	2.88	3.27	$p < 0.001$
Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
3.1 MSU faculty promote academic excellence.	3.03	3.33	$p < 0.01$
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.53	2.77	
3.3 I am satisfied with the renovations made at MSU in the last year.	2.79	3.16	$p < 0.01$
3.4 I am actively seeking employment at other institutions/organizations.	1.94	1.97	

Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
4.1 My specific department within my college.	3.44	3.55	
4.2 The Business Office.	3.26	3.21	
4.3 The Center for Extended Learning.	3.17	3.49	$p<0.01$
4.4 Enrollment Services.	3.01	3.35	$p<0.05$
4.5 Human Resources.	2.94	3.30	$p<0.05$
4.6 Library.	3.40	3.57	
4.7 Facilities Management.	3.27	3.54	$p<0.05$
4.8 Registrar's Office.	3.50	3.53	
4.9 Student Health and Counseling.	3.26	3.43	
4.10 Marketing Office.	2.58	3.26	$p<0.001$
4.11 University Communications (Public Information Office).	3.10	3.38	$p<0.05$
4.12 Financial Aid Office.	3.36	3.36	
4.13 Payroll Office.	3.46	3.27	
4.14 Bookstore.	3.44	3.56	
4.15 President's Office.	3.00	3.29	$p<0.05$
4.16 Vice President of Academic Affairs Office.	3.28	3.28	
4.17 Vice President of Student Affairs Office.	2.87	3.26	$p<0.05$
4.18 Security/Police Services.	3.45	3.40	
4.19 Information Technology Center. (ITC)	3.47	3.59	
4.20 Career Services.	3.05	3.35	$p<0.05$
4.21 POWER Center	3.07	3.43	$p<0.01$
4.22 Academic Tutoring.	3.15	3.46	$p<0.01$
4.23 Writing Center.	3.13	3.42	$p<0.05$
Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.	2.76	3.19	$p<0.001$
5.2 The Faculty Senate's role at MSU is clear.	2.75	3.10	$p<0.01$
5.3 I am aware of Faculty Senate activities.	3.00	2.84	
5.4 Faculty senators report and solicit information from colleagues in their respective area.	2.90	2.93	
5.5 The administration takes Faculty Senate decisions seriously.	2.86	3.11	
Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Full-Time (106)	Part-Time (53)	Full-Time (106) v. Part-Time (53)
6.1 I understand the curriculum development process.	3.07	3.08	
6.2 The curriculum development process at MSU is effective.	2.79	3.14	$p<0.01$
7.1 I understand the tenure process.	3.25	2.69	$p<0.01$
7.2 The tenure process at MSU is effective.	2.79	3.06	
7.3 I understand the promotion process.	3.16	2.68	$p<0.05$
7.4 The promotion process at MSU is effective.	2.70	2.87	

Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Yes (101)	No (57)	Yes (101) v. No (57)
1.1	Opportunity for scholarly pursuits.	2.81	2.57	
1.2	Opportunity to implement new ideas.	2.96	2.96	
1.3	Teaching load	2.93	2.82	
1.4	Quality of students.	2.98	2.82	
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.21	3.17	
1.6	Recruiting of students.	2.23	2.27	
1.7	Scholarship opportunities for students.	2.86	2.76	
1.8	Working conditions (hours, location, etc).	3.15	3.14	
1.9	Autonomy and Independence.	3.31	3.29	
1.10	Professional relationships with other faculty.	3.19	3.18	
1.11	Social relationships with other faculty.	3.06	3.18	
1.12	Competence of colleagues.	3.18	3.25	
1.13	Relationship with administration.	3.07	2.96	
1.14	Job Security.	2.79	2.65	
1.15	Overall job satisfaction.	3.09	3.05	
Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Yes (101)	No (57)	Yes (101) v. No (57)
2.1	MSU has clear long-range plans.	2.79	2.54	$p < 0.05$
2.2	MSU has strategies in place addressing campus environmental sustainability.	2.78	2.72	
2.3	MSU provides an engaging campus atmosphere.	3.11	2.98	
2.4	At MSU grade inflation is a problem.	2.51	2.45	
2.5	At MSU salaries and raises are equitable.	2.12	1.75	$p < 0.01$
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.	2.96	3.14	
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.80	2.87	
2.8	The MSU administration promotes scholarship.	2.93	2.69	$p < 0.05$
2.9	The MSU administration promotes academic excellence.	3.02	2.95	
Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Yes (101)	No (57)	Yes (101) v. No (57)
3.1	MSU faculty promote academic excellence.	3.16	3.05	
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.59	2.61	
3.3	I am satisfied with the renovations made at MSU in the last year.	2.89	2.91	
3.4	I am actively seeking employment at other institutions/organizations.	2.02	1.82	

Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Yes (101)	No (57)	Yes (101) v. No (57)
4.1 My specific department within my college.	3.50	3.44	
4.2 The Business Office.	3.30	3.16	
4.3 The Center for Extended Learning.	3.29	3.20	
4.4 Enrollment Services.	3.09	3.07	
4.5 Human Resources.	3.00	3.11	
4.6 Library.	3.45	3.43	
4.7 Facilities Management.	3.32	3.33	
4.8 Registrar's Office.	3.51	3.52	
4.9 Student Health and Counseling.	3.34	3.23	
4.10 Marketing Office.	2.77	2.62	
4.11 University Communications (Public Information Office).	3.24	3.04	
4.12 Financial Aid Office.	3.40	3.31	
4.13 Payroll Office.	3.43	3.38	
4.14 Bookstore.	3.53	3.37	
4.15 President's Office.	3.09	3.02	
4.16 Vice President of Academic Affairs Office.	3.28	3.30	
4.17 Vice President of Student Affairs Office.	3.00	2.86	
4.18 Security/Police Services.	3.45	3.47	
4.19 Information Technology Center. (ITC)	3.59	3.37	$p < 0.05$
4.20 Career Services.	3.12	3.09	
4.21 POWER Center	3.06	3.34	$p < 0.05$
4.22 Academic Tutoring.	3.23	3.24	
4.23 Writing Center.	3.17	3.25	
Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Yes (101)	No (57)	Yes (101) v. No (57)
5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.	2.87	2.89	
5.2 The Faculty Senate's role at MSU is clear.	2.92	2.68	
5.3 I am aware of Faculty Senate activities.	2.97	2.94	
5.4 Faculty senators report and solicit information from colleagues in their respective area.	2.92	2.89	
5.5 The administration takes Faculty Senate decisions seriously.	2.99	2.82	
Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Yes (101)	No (57)	Yes (101) v. No (57)
6.1 I understand the curriculum development process.	3.16	2.91	$p < 0.05$
6.2 The curriculum development process at MSU is effective.	2.93	2.82	
7.1 I understand the tenure process.	3.18	3.04	
7.2 The tenure process at MSU is effective.	2.91	2.64	
7.3 I understand the promotion process.	3.14	2.91	
7.4 The promotion process at MSU is effective.	2.79	2.58	

Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
1.1 Opportunity for scholarly pursuits.	2.78	2.45	2.50	3.13			$p<0.05$		$p<0.01$	$p<0.001$
1.2 Opportunity to implement new ideas.	2.91	2.52	2.84	3.29			$p<0.05$		$p<0.01$	$p<0.01$
1.3 Teaching load	2.65	2.81	2.73	3.20			$p<0.01$		$p<0.05$	$p<0.01$
1.4 Quality of students.	2.74	3.00	2.79	3.13			$p<0.05$			$p<0.01$
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.13	3.20	3.19	3.23						
1.6 Recruiting of students.	1.91	2.05	2.00	2.89			$p<0.001$		$p<0.001$	$p<0.001$
1.7 Scholarship opportunities for students.	2.74	2.58	2.70	3.17			$p<0.05$		$p<0.01$	$p<0.01$
1.8 Working conditions (hours, location, etc).	3.09	3.10	3.04	3.38						$p<0.05$
1.9 Autonomy and Independence.	3.22	2.90	3.20	3.63			$p<0.01$		$p<0.01$	$p<0.001$
1.10 Professional relationships with other faculty.	3.17	2.86	3.09	3.41					$p<0.05$	$p<0.05$
1.11 Social relationships with other faculty.	3.10	2.80	3.11	3.24					$p<0.05$	
1.12 Competence of colleagues.	2.96	2.76	3.15	3.51			$p<0.01$	$p<0.05$	$p<0.001$	$p<0.01$
1.13 Relationship with administration.	2.65	2.57	3.04	3.42	$p<0.05$	$p<0.001$	$p<0.05$	$p<0.001$	$p<0.01$	
1.14 Job Security.	3.00	2.81	2.41	2.98	$p<0.05$		$p<0.05$			$p<0.001$
1.15 Overall job satisfaction.	3.17	2.95	2.89	3.29						$p<0.01$
Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
2.1 MSU has clear long-range plans.	2.17	2.30	2.70	3.13		$p<0.01$	$p<0.001$	$p<0.05$	$p<0.001$	$p<0.001$
2.2 MSU has strategies in place addressing campus environmental sustainability.	2.13	2.60	2.80	3.16	$p<0.05$	$p<0.001$	$p<0.001$		$p<0.01$	$p<0.01$
2.3 MSU provides an engaging campus atmosphere.	2.74	2.85	3.00	3.33			$p<0.001$		$p<0.05$	$p<0.01$
2.4 At MSU grade inflation is a problem.	2.50	2.45	2.64	2.30						$p<0.05$
2.5 At MSU salaries and raises are equitable.	2.17	1.67	1.78	2.21	$p<0.05$				$p<0.01$	$p<0.01$
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.	2.96	2.81	3.07	3.14						
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.48	2.38	2.96	3.09		$p<0.05$	$p<0.01$	$p<0.01$	$p<0.01$	
2.8 The MSU administration promotes scholarship.	2.70	2.43	2.73	3.26			$p<0.01$		$p<0.001$	$p<0.001$
2.9 The MSU administration promotes academic excellence.	2.83	2.67	2.98	3.25			$p<0.05$		$p<0.01$	$p<0.05$
Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
3.1 MSU faculty promote academic excellence.	2.91	2.90	3.04	3.36			$p<0.001$		$p<0.01$	$p<0.01$
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.35	2.38	2.70	2.83		$p<0.05$	$p<0.01$		$p<0.05$	
3.3 I am satisfied with the renovations made at MSU in the last year.	2.62	2.59	2.93	3.19			$p<0.01$		$p<0.01$	$p<0.05$
3.4 I am actively seeking employment at other institutions/organizations.	1.50	2.05	2.13	1.91	$p<0.05$	$p<0.01$				

Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
4.1 My specific department within my college.	3.57	3.14	3.45	3.59					p<0.05	
4.2 The Business Office.	3.30	3.14	3.29	3.32						
4.3 The Center for Extended Learning.	3.05	3.05	3.29	3.47			p<0.05		p<0.05	
4.4 Enrollment Services.	2.67	3.05	3.09	3.42		p<0.05	p<0.001			p<0.05
4.5 Human Resources.	2.43	2.53	3.24	3.44		p<0.001	p<0.001	p<0.01	p<0.001	
4.6 Library.	3.52	3.50	3.32	3.59						p<0.05
4.7 Facilities Management.	3.17	3.22	3.34	3.52			p<0.05			
4.8 Registrar's Office.	3.65	3.48	3.47	3.57						
4.9 Student Health and Counseling.	3.41	3.22	3.16	3.50						p<0.05
4.10 Marketing Office.	2.14	2.53	2.74	3.31		p<0.05	p<0.001		p<0.01	p<0.01
4.11 University Communications (Public Information Office).	3.04	2.95	3.14	3.49			p<0.05		p<0.01	p<0.01
4.12 Financial Aid Office.	3.53	3.41	3.30	3.42						
4.13 Payroll Office.	3.59	3.56	3.37	3.40						
4.14 Bookstore.	3.61	3.48	3.41	3.55						
4.15 President's Office.	2.70	2.67	3.30	3.33		p<0.01	p<0.01	p<0.01	p<0.01	
4.16 Vice President of Academic Affairs Office.	3.30	3.05	3.36	3.43						
4.17 Vice President of Student Affairs Office.	2.50	2.53	3.14	3.38		p<0.01	p<0.001	p<0.01	p<0.001	
4.18 Security/Police Services.	3.57	3.33	3.42	3.53						
4.19 Information Technology Center. (ITC)	3.70	3.67	3.32	3.57		p<0.01		p<0.05		p<0.05
4.20 Career Services.	2.79	3.00	3.18	3.45			p<0.01			p<0.05
4.21 POWER Center	3.00	3.06	3.22	3.36						
4.22 Academic Tutoring.	3.11	3.24	3.30	3.32						
4.23 Writing Center.	2.87	3.24	3.27	3.39		p<0.05	p<0.05			

Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.	2.78	2.55	2.83	3.16			p<0.05		p<0.01	p<0.05
5.2 The Faculty Senate's role at MSU is clear.	2.70	2.84	2.81	3.03						
5.3 I am aware of Faculty Senate activities.	3.13	2.60	3.11	2.91	p<0.05			p<0.05		
5.4 Faculty senators report and solicit information from colleagues in their respective area.	3.04	2.65	2.88	3.03	p<0.05					
5.5 The administration takes Faculty Senate decisions seriously.	2.67	2.68	3.03	3.19			p<0.05		p<0.05	

Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Professor (23)	Associate (21)	Assistant (47)	Instructor (63)	Prof (23) v. Assoc (21)	Prof (23) v. Assist (47)	Prof (23) v. Instruct (63)	Assoc (21) v. Assist (47)	Assoc (21) v. Instruct (63)	Assist (47) v. Instruct (63)
6.1 I understand the curriculum development process.	3.13	3.10	3.04	3.10						
6.2 The curriculum development process at MSU is effective.	2.83	2.55	2.82	3.15			p<0.05		p<0.01	p<0.01
7.1 I understand the tenure process.	3.70	3.50	3.00	2.74		p<0.001	p<0.001	p<0.001	p<0.001	
7.2 The tenure process at MSU is effective.	3.22	3.00	2.64	2.71		p<0.01	p<0.05			
7.3 I understand the promotion process.	3.70	3.25	2.91	2.74	p<0.01	p<0.001	p<0.001	p<0.05	p<0.01	
7.4 The promotion process at MSU is effective.	3.04	2.56	2.60	2.80	p<0.05	p<0.05				

Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied	Male (47)	Female (93)	Male (47) v. Female (93)
1.1 Opportunity for scholarly pursuits.	2.76	2.82	
1.2 Opportunity to implement new ideas.	3.05	3.01	
1.3 Teaching load	2.75	2.97	
1.4 Quality of students.	2.64	3.13	p<0.001
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.16	3.22	
1.6 Recruiting of students.	2.03	2.41	p<0.05
1.7 Scholarship opportunities for students.	2.73	2.99	p<0.05
1.8 Working conditions (hours, location, etc).	3.20	3.24	
1.9 Autonomy and Independence.	3.44	3.35	
1.10 Professional relationships with other faculty.	3.24	3.25	
1.11 Social relationships with other faculty.	3.13	3.16	
1.12 Competence of colleagues.	3.22	3.29	
1.13 Relationship with administration.	3.20	3.05	
1.14 Job Security.	2.72	2.90	
1.15 Overall job satisfaction.	3.04	3.16	
Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Male (47)	Female (93)	Male (47) v. Female (93)
2.1 MSU has clear long-range plans.	2.55	2.91	p<0.05
2.2 MSU has strategies in place addressing campus environmental sustainability.	2.81	2.88	
2.3 MSU provides an engaging campus atmosphere.	2.88	3.20	p<0.01
2.4 At MSU grade inflation is a problem.	2.69	2.35	p<0.05
2.5 At MSU salaries and raises are equitable.	2.21	1.90	p<0.05
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.	2.98	3.11	
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.84	2.92	
2.8 The MSU administration promotes scholarship.	2.74	2.95	
2.9 The MSU administration promotes academic excellence.	2.93	3.07	

Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Male (47)	Female (93)	Male (47) v. Female (93)
3.1 MSU faculty promote academic excellence.	3.07	3.21	
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.69	2.69	
3.3 I am satisfied with the renovations made at MSU in the last year.	2.87	2.99	
3.4 I am actively seeking employment at other institutions/organizations.	2.22	1.80	$p<0.05$
Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree	Male (47)	Female (93)	Male (47) v. Female (93)
4.1 My specific department within my college.	3.60	3.49	
4.2 The Business Office.	3.27	3.27	
4.3 The Center for Extended Learning.	3.25	3.36	
4.4 Enrollment Services.	2.86	3.23	$p<0.05$
4.5 Human Resources.	3.27	3.07	
4.6 Library.	3.40	3.51	
4.7 Facilities Management.	3.32	3.31	
4.8 Registrar's Office.	3.51	3.55	
4.9 Student Health and Counseling.	3.31	3.33	
4.10 Marketing Office.	2.53	2.87	
4.11 University Communications (Public Information Office).	3.14	3.22	
4.12 Financial Aid Office.	3.25	3.46	
4.13 Payroll Office.	3.49	3.37	
4.14 Bookstore.	3.59	3.51	
4.15 President's Office.	3.13	3.16	
4.16 Vice President of Academic Affairs Office.	3.54	3.21	$p<0.05$
4.17 Vice President of Student Affairs Office.	3.16	2.99	
4.18 Security/Police Services.	3.35	3.53	
4.19 Information Technology Center. (ITC)	3.40	3.59	$p<0.05$
4.20 Career Services.	3.18	3.21	
4.21 POWER Center	3.29	3.23	

		Male (47)	Female (93)	Male (47) v. Female (93)
4.22	Academic Tutoring.	3.29	3.26	
4.23	Writing Center.	3.30	3.21	
Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree		Male (47)	Female (93)	Male (47) v. Female (93)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.98	2.91	
5.2	The Faculty Senate's role at MSU is clear.	2.83	2.96	
5.3	I am aware of Faculty Senate activities.	2.90	3.03	
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.78	3.04	$p < 0.05$
5.5	The administration takes Faculty Senate decisions seriously.	3.05	2.97	
Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree		Male (47)	Female (93)	Male (47) v. Female (93)
6.1	I understand the curriculum development process.	3.13	3.07	
6.2	The curriculum development process at MSU is effective.	2.93	2.96	
7.1	I understand the tenure process.	3.21	3.11	
7.2	The tenure process at MSU is effective.	3.00	2.82	
7.3	I understand the promotion process.	3.13	3.03	
7.4	The promotion process at MSU is effective.	2.97	2.65	$p < 0.05$

Response scale scoring for Section 1 (reverse scored): 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
1.1 Opportunity for scholarly pursuits.	2.54	2.43	3.18		p<0.001	p<0.001
1.2 Opportunity to implement new ideas.	2.76	2.78	3.20		p<0.01	p<0.01
1.3 Teaching load	2.67	2.69	3.22		p<0.001	p<0.001
1.4 Quality of students.	2.80	2.97	3.09		p<0.05	
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.13	3.22	3.17			
1.6 Recruiting of students.	1.96	2.08	2.75		p<0.001	p<0.01
1.7 Scholarship opportunities for students.	2.80	2.51	3.15		p<0.05	p<0.001
1.8 Working conditions (hours, location, etc).	3.02	3.08	3.36		p<0.05	p<0.05
1.9 Autonomy and Independence.	3.11	3.26	3.57		p<0.01	p<0.05
1.10 Professional relationships with other faculty.	3.04	3.08	3.35		p<0.05	
1.11 Social relationships with other faculty.	3.05	3.11	3.13			
1.12 Competence of colleagues.	3.00	3.11	3.42		p<0.01	p<0.05
1.13 Relationship with administration.	2.65	3.05	3.35	p<0.05	p<0.001	p<0.05
1.14 Job Security.	2.80	2.46	2.89	p<0.05		p<0.05
1.15 Overall job satisfaction.	3.04	2.97	3.21			

Response scale scoring for Section 2 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
2.1 MSU has clear long-range plans.	2.22	2.78	3.04	$p<0.001$	$p<0.001$	$p<0.05$
2.2 MSU has strategies in place addressing campus environmental sustainability.	2.36	2.76	3.13	$p<0.01$	$p<0.001$	$p<0.05$
2.3 MSU provides an engaging campus atmosphere.	2.76	3.08	3.27	$p<0.05$	$p<0.001$	
2.4 At MSU grade inflation is a problem.	2.64	2.41	2.28		$p<0.05$	
2.5 At MSU salaries and raises are equitable.	1.98	1.70	2.12			$p<0.05$
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.	2.89	3.14	3.08			
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.41	3.00	3.04	$p<0.001$	$p<0.001$	
2.8 The MSU administration promotes scholarship.	2.57	2.72	3.19		$p<0.001$	$p<0.01$
2.9 The MSU administration promotes academic excellence.	2.72	3.09	3.18	$p<0.05$	$p<0.01$	
Response scale scoring for Section 3 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
3.1 MSU faculty promote academic excellence.	2.93	3.08	3.26		$p<0.01$	
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.38	2.71	2.69	$p<0.05$	$p<0.05$	
3.3 I am satisfied with the renovations made at MSU in the last year.	2.59	2.91	3.13	$p<0.05$	$p<0.001$	
3.4 I am actively seeking employment at other institutions/organizations.	1.80	2.12	2.05			

Response scale scoring for Section 4 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
4.1 My specific department within my college.	3.37	3.57	3.51			
4.2 The Business Office.	3.27	3.24	3.33			
4.3 The Center for Extended Learning.	3.16	3.21	3.44		$p<0.05$	
4.4 Enrollment Services.	2.88	3.06	3.41		$p<0.01$	$p<0.05$
4.5 Human Resources.	2.63	3.11	3.40	$p<0.01$	$p<0.001$	$p<0.05$
4.6 Library.	3.50	3.31	3.54			
4.7 Facilities Management.	3.20	3.33	3.50		$p<0.05$	
4.8 Registrar's Office.	3.57	3.51	3.52			
4.9 Student Health and Counseling.	3.34	3.10	3.46			$p<0.05$
4.10 Marketing Office.	2.40	2.79	3.19	$p<0.05$	$p<0.001$	$p<0.05$
4.11 University Communications (Public Information Office).	3.00	3.09	3.47		$p<0.01$	$p<0.05$
4.12 Financial Aid Office.	3.44	3.29	3.41			
4.13 Payroll Office.	3.53	3.37	3.40			
4.14 Bookstore.	3.52	3.44	3.52			
4.15 President's Office.	2.80	3.22	3.26	$p<0.05$	$p<0.05$	
4.16 Vice President of Academic Affairs Office.	3.20	3.33	3.40			
4.17 Vice President of Student Affairs Office.	2.57	3.11	3.31	$p<0.01$	$p<0.001$	
4.18 Security/Police Services.	3.45	3.43	3.54			
4.19 Information Technology Center. (ITC)	3.65	3.22	3.67	$p<0.01$		$p<0.01$
4.20 Career Services.	2.86	3.19	3.48	$p<0.05$	$p<0.01$	$p<0.05$
4.21 POWER Center	3.03	3.23	3.32			
4.22 Academic Tutoring.	3.15	3.26	3.32			
4.23 Writing Center.	3.03	3.28	3.39		$p<0.05$	

Response scale scoring for Section 5 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
5.1 I am satisfied with the overall effectiveness of faculty governance at MSU.	2.66	2.84	3.05		p<0.01	
5.2 The Faculty Senate's role at MSU is clear.	2.76	2.86	2.89			
5.3 I am aware of Faculty Senate activities.	2.98	3.14	2.80			p<0.05
5.4 Faculty senators report and solicit information from colleagues in their respective area.	2.89	3.00	2.76			
5.5 The administration takes Faculty Senate decisions seriously.	2.71	3.03	3.06	p<0.05	p<0.05	

Response scale scoring for Section 6 & 7 (reverse scored): 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree	Tenured (46)	Tenure-Track (37)	Special Contract (57)	Tenured (46) v. Tenure-Track (37)	Tenured (46) v. Special Contract (57)	Tenure-Track (37) v. Special Contract (57)
6.1 I understand the curriculum development process.	3.13	3.05	3.06			
6.2 The curriculum development process at MSU is effective.	2.73	2.83	3.09		p<0.05	
7.1 I understand the tenure process.	3.54	3.06	2.65	p<0.001	p<0.001	p<0.05
7.2 The tenure process at MSU is effective.	3.16	2.42	2.91	p<0.001		p<0.05
7.3 I understand the promotion process.	3.41	2.95	2.69	p<0.01	p<0.001	
7.4 The promotion process at MSU is effective.	2.77	2.51	2.91			p<0.05