

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., 2012 to 2021).
- 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.

"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 50.36%.
- This is the second highest score for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=2.35) agreed significantly less than Assistant Professors (mean=2.46) at $p<0.01$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=2.35) agreed significantly less than Instructors (mean=3.03) at $p<0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): Tenured (mean=2.40) agreed significantly less than tenure track (mean=2.69) at $p<0.05$.
 - Tenured (n=49) vs. Special Contract (n=34): Tenured faculty (mean=2.41) agreed significantly less than special contract faculty (mean=2.92) at $p<0.05$.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 69.34%.
- This is the second highest score for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): Professors (mean=2.91) no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 65.69%.
- This is the second highest score for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Associate Professors (mean=2.28) agreed significantly less than Professors (mean=2.5) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 57.66%.
- This is the lowest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females (mean=2.87) agreed significantly more than males (mean=2.44) at $p < 0.05$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.17) agreed significantly less than Associate professors (mean=2.48) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.17) agreed significantly less than Assistant Professors (mean= 2.67) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty that teach online courses (mean=2.69) agreed significantly more than Faculty that do not (mean=2.55) at $p < 0.01$.

"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 63.50%.
- This is the lowest score reported in the 10-year period of 2012 to 2021
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females agreed significantly less (mean=2.87) than males (mean=3.15) at $p<0.01$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.88) agree significantly more than Associate Professors (mean=2.61) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors agreed significantly less (mean=2.88) than Assistant Professors (mean=3) at $p<0.05$.
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 29.93%. (Note: This is the lowest percentage of satisfaction reported in this section covering questions 1.1 through 1.15.)
- This is the lowest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 56.93%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): Tenured faculty (mean=2.68) agreed significantly less than special contract faculty (mean=2.94) at $p<0.05$.
 - Tenure-Track (n=36) vs. Special Contract (n=34): Tenure-Track faculty (mean=2.51) agreed significantly less than special contract faculty (mean=3.15) at $p<0.001$
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): Faculty who work full-time (mean=2.81) agreed significantly less than faculty who work part-time (mean=2.95) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 72.26%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.83) agree significantly more than Associate Professors (mean=2.36) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors agreed significantly less (mean=2.83) than Assistant professors (mean=3.2) at $p < 0.05$.
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 85.40%. (Note: This is the highest percentage of satisfaction reported in this section covering questions 1.1 through 1.15.)
- This ranks third (3rd) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty who teach online courses agreed significantly less (mean=3.29) than faculty who do not teach online courses (mean =3.31) at $p < 0.05$.

"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 81.02%.
- This ranks third (3rd) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.35) agree significantly more than Assistant Professors (mean=3.18) at $p < 0.05$.
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 70.80%.
- This ranks eighth (8th) out of 10 in the 10-year period of 2011 to 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 75.91%.
- This ranks sixth (6th) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 68.61%.
- This ranks second (2nd) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 66.42%.
- This ranks third (3rd) out of 10 in the 10-year period of 2012 to 2021.
- This was the question that showed the greatest improvement among respondents in section 1.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.12) agree significantly more than Associate Professors (mean=2.43) at $p<0.01$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=2.43) agreed significantly less than Assistant Professors (mean=2.82) at $p<0.05$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=2.43) agreed significantly less than instructors (mean=2.92) at $p<0.01$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): Tenured faculty (mean=2.74) agreed significantly less than Tenure-Track faculty (mean=2.92) at $p<0.05$.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): Full-time faculty (mean=2.82) agree significantly more than part-time faculty (mean=2.73) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 75.18%.
- This ranks second (2nd) out of 10 in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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.

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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., 2012 to 2021).
- 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.

“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 51.82%.
- This is the sixth (6th) highest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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.”

2.2 MSU has strategies in place addressing campus environmental sustainability.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 59.12%.
- This is the second (2nd) highest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 71.53%. (Note: This is the highest-ranking percentage in all of Section 2 covering questions 2.1 through 2.9.)
- This is the 5th (fifth) highest score reported during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): Professors (mean=2.39) agree significantly less than Instructors (mean=3.19) at $p < 0.05$.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty who teach online courses (mean=2.93) agree significantly more than faculty who do not (mean=2.89) 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.”

2.4 At MSU grade inflation is a problem.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 43.07%.
- This is the 8th (eighth) highest score reported during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.59) agree significantly less than Associate Professors (mean=2.83) at $p < 0.01$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.59) agree significantly more than Associate Professors (mean=2.54) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44) no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty who teach online courses agreed significantly less (mean=2.48) than faculty who do not (mean=2.86) 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.”

2.5 At MSU salaries and raises are equitable.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 29.2%. (Note: This is the lowest ranking percentage in all of Section 2 covering question 2.1 through 2.9.)
- This is the highest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females (mean=1.86) agree significantly less than males (mean=2.24) at $p < 0.01$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44) no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty who teach online (mean=2.01) agree significantly more than those who do not (mean=1.96) 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.”

2.6 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 67.88%.
- This is a 10-year low for this question during the period covering 2012 to 2021.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females (mean=2.83) agree significantly less than males (mean=3.0) at $p < 0.05$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 64.23%.
- This is the 3rd (third) highest score reported for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.44) agree significantly more than Associate Professors (mean=2.33) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34) no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 58.39%.
- This is the third (3rd) highest score reported in the 10-year period of 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.28) agree significantly more than Associate Professors (mean=2.26) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): Full-time faculty (mean=2.65) agreed significantly less than part-time faculty (mean=3.0) at $p<0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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.”

2.9 The MSU administration promotes academic excellence.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 66.42%.
- This is the fourth (4th) highest score for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.33) agree significantly less than Assistant Professors (mean=3.03) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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., 2012 to 2021).
- 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.

“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 75.18%.
- This is a 10-year low for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.83) agree significantly more than Associate Professors (mean=2.60) at $p < 0.01$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.83) agree significantly less than Instructors (mean=3.05) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 49.64%.
- This is a 10-year high for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 55.47%.
- This is the sixth (6th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=2.71) agree significantly more than Associate Professors (mean=2.45) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Faculty who teach online courses (mean=2.85) agree significantly less than those who do not (mean=2.94) at $p<0.05$.

“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 26.28%.
- This is the eighth (8th) highest percentage (i.e., the second lowest) for this question during the 10-year period covering 2012 to 2021.
- There was no significant trend during the years 2015 – 2020.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master’s Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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., 2012 to 2021).
- 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.

"I receive adequate support from:"

4.1 My specific department within my college.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 87.59%.
- This is the second (2nd) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): Terminal degree holders (mean=3.41) agreed significantly less than Masters (mean=3.48) degree-holders at $p < 0.05$.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.2 The Business Office.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 69.34%.
- This is the fifth (5th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.19) agree significantly more than Associate Professors (mean=3.10) at $p < 0.001$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors agreed significantly less (mean=3.19) than Assistant Professors (mean=3.25) at $p < 0.01$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.1) agree significantly less than Instructors (mean=3.73) at $p < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 65.69%.
- This is a 10-year low for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors agreed significantly less (mean=3.08) than Associate Professors (mean=3.09) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors agreed significantly less (mean=3.08) than Assistant Professors (mean=3.38) at $p<0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Those who teach online classes agreed significantly more (mean=3.23) than those who do not teach online classes (mean=3.19) at $p<0.01$.

"I receive adequate support from:"

4.4 Enrollment Services.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 63.5%.
- This ranks sixth (6th) during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.76) agree significantly less than Assistant Professors (mean=3.18) at $p < 0.01$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.5 Human Resources.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 67.88%.
- This ranks third (3rd) highest during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): Assistant Professors (mean=3.09) agree significantly less than Instructors (mean=3.21) at $p < 0.05$.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.6 Library.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 77.37%.
- This ranks ninth (9th) highest during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.39) agree significantly more than Associate Professors (mean=3.35) at $p<0.01$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=3.351) agree significantly less than Assistant professors (mean=3.348) at $p<0.05$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.35) agree significantly less than Instructors (mean=3.45) at $p<0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.7 Facilities Management.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 72.99%.
- This ranks seventh (7th) highest during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.36) agree significantly more than Associate Professors (mean=3.23) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=3.23) agree significantly less than Assistant Professors (mean=3.36) at $p<0.05$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.23) agree significantly less than Instructors (mean=3.5) at $p<0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): Tenured faculty (mean=3.27) agree significantly less than special contract faculty (mean=3.56) at $p<0.05$.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): Those that hold a terminal degree (mean=3.25) agree significantly less than those who hold a Master's degree (mean=3.47) at $p<0.05$.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.8 Registrar's Office.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 87.59%.
- This ranks third (3rd) highest during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): Faculty with a terminal degree (mean=3.44) agree significantly less than those with a Master's degree (mean=3.55) at $p < 0.05$.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"I receive adequate support from:"

4.9 Student Health and Counseling.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 63.5%.
- This ranks 9th highest score during the 10-year period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.29) agree significantly more than Associate Professors (mean=3.17) at $p<0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (3.17) agree significantly less than Assistant Professors (3.41) at $p<0.01$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.17) agree significantly less than Instructors (mean=3.35) at $p<0.01$
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 43.8%. (Note: This is the lowest percentage of agreement for all 23 questions in section four.)
- This represents a 6-year low for this question during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=2.25) agree significantly less than Assistant Professors (mean=2.77) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 63.50%.
- This represents a 6-year low for this question during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.0) agreed significantly more than Associate Professors (mean=2.78) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.0) agreed significantly less than Assistant Professors (mean=3.12) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44) no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 60.58%.
- This ranks fourth (4th) highest during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.53) agree significantly more than Associate professors (mean=3.16) at $p < 0.01$.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=3.16) agree significantly less than Assistant Professors (mean=3.33) at $P < 0.05$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.16) agree significantly less than Instructors (mean=3.38) at $P < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 81.02%.
- This ranks third (3rd) highest during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.47) agreed significantly more than Associate Professors (mean=3.23) at $p<0.001$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.47) agreed significantly more than Assistant Professors (3.41) at $p<0.05$.
 - Professors (n=18) vs. Instructors (n=44): Professors (mean=3.47) agreed significantly more than Instructors (mean=3.44) at $p<0.05$.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=3.23) agreed significantly less than Assistant Professors (mean=3.41) at $p<0.05$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.23) agreed significantly less than Instructors (mean=3.45) at $p<0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 86.13%.
- This ranks fourth (4th) highest during the 6-year period covering 2016 to 2021. (2019: 88.28%)
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 60.58%.
- This represents a 6-year low for this question during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): Tenured faculty (mean=2.67) agree significantly less than Tenure-Track faculty (mean=3.34) at $p < 0.05$.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): Tenure-Track faculty (mean=3.24) agree significantly more than Special Contract faculty (mean=3.05) at $p < 0.05$.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 74.45%.
- This ranks fourth (4th) highest during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 59.85%.
- This ranks third (3rd) highest during the 6-year period covering 2016 to 2021. (2017: 63.49%)
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 69.34%.
- This represents a 6-year low for this question during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.57) agree significantly than Associate Professors (mean=3.18) at $p < 0.0001$.
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): Associate Professors (mean=3.18) agree significantly less than Assistant Professors (mean=3.34) at $p < 0.01$.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.18) agree significantly less than Instructors (mean=3.45) at $p < 0.01$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 84.67%.
- This ranks fifth (4th) highest during the 6-year period covering 2016 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professors (n=41): Professors (mean=3.56) agree significantly more than Assistant Professors (mean=3.23) at $p < 0.01$.
 - Professors (n=18) vs. Instructors (n=44): Professors (mean=3.56) agree significantly more than Instructors (mean=3.54) at $p < 0.05$.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured vs. Special Contract (n=54): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference

"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 52.55%.
- This ranks second (2nd) during the 2-year period from 2020 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 49.64%.
- This represents a 4-year low for this question during the 4-year period covering 2018 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females (mean=3.33) agree are less satisfied than males (mean=2.83) at $p < 0.05$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"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 52.55%.
- This ranks second (2nd) during the 2-year period from 2020 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=347): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 47.45%.
- This ranks second (2nd) during the 2-year period from 2020 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.14) agree significantly more than Associate Professors (mean=2.94) at $p < 0.05$.
 - Professors vs. Assistant Professor (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate professors (mean=2.94) agree significantly less than Instructors (mean=3.23) at $p < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

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

Contents

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- 5.2 The Faculty Senate's role at MSU is clear. 63
- 5.3 I am aware of Faculty Senate activities..... 64
- 5.4 Faculty senators report and solicit information from colleagues in their respective area. 65
- 5.5 The administration takes Faculty Senate decisions seriously..... 66

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., 2012 to 2021).
- 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.

"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 61.31%.
- This is the seventh (7th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors vs. Assistant Professors (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 63.50%.
- This is the fifth (5th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.06) agree significantly more than Associate Professors (mean=2.58) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.06) agree significantly more than Assistant Professors (mean=2.87) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 76.64%.
- This is the second (2nd) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): Those who teach online courses (mean=3.14) agree significantly less than those who do not (mean=3.35) at $p < 0.05$.

"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 79.56%.
- This is the first (1st) highest percentage for this question during the period covering 2012 to 2021 (e.g. this represents a 10-year high for this question).
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.5) agree significantly more than Associate Professors (mean=3.44) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.5) agree significantly more than Assistant Professors (mean=3.44) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 64.23%.
- This is the first (1st) highest percentage for this question during the period covering 2012 to 2021 (e.g. this represents a 10-year high for this question).
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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., 2012 to 2021).
- 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.

"Curriculum:"

6.1 I understand the curriculum development process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 81.02%.
- This is the fifth (5th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors vs. Assistant Professor (n=41): no significant difference.
 - Professors vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"Curriculum:"

6.2 The curriculum development process at MSU is effective.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 72.26%.
- This is the third (3rd) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.0) agree significantly more than Associate Professors (mean=2.68) at $p<0.05$.
 - Professors vs. Assistant Professor (n=41): Professors (mean=3.0) agreed significantly less than Assistant Professors (mean=3.08) at $p<0.01$.
 - Professors vs. Instructors (n=44): professors (mean=3.0) agreed significantly less than Instructors (mean=3.08) at $p<0.01$.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): no significant difference.
 - Assistant Professors (n=41) vs. Instructors (n=44): no significant difference.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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., 2012 to 2021).
- 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.

"Tenure and Promotion:"

7.1 I understand the tenure process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 78.1%.
- This is the fifth (5th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.78) agree significantly more than Associate Professors (mean=3.50) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.78) agree significantly more than Assistant Professors (mean=3.08) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.50) agree significantly more than instructors (mean=2.86) at $p < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): Assistant Professors (mean=3.08) agreed significantly more than Instructors (mean=2.86) at $p < 0.01$.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): Tenure-Track faculty (mean=3.11) agree significantly more than special contract faculty (mean=2.7) at $p < 0.05$.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): Faculty who work full-time (mean=3.25) agree significantly more than faculty who work part-time (mean=2.94) at $p < 0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 59.85%.
- This is the fourth (4th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=2.71) agree significantly less than instructors (mean=2.74) at $p < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): Assistant Professors (mean=2.87) agree significantly more than Instructors (mean=2.74) at $p < 0.01$.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): Tenure-Track faculty (mean=3.11) agree significantly more than special contract faculty (mean=2.7) at $p < 0.05$.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): Full-time faculty (mean=3.25) agree significantly more than part-time faculty (2.94) at $p < 0.05$.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.

"Tenure and Promotion:"

7.3 I understand the promotion process.

Summary

- Overall percentage of Strongly Agree + Tend to Agree was 73.72%.
- This is the seventh (7th) highest percentage for this question during the period covering 2012 to 2021.
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): no significant difference.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): Professors (mean=3.83) agree significantly more than Associate Professors (mean=3.42) at $p < 0.05$.
 - Professors (n=18) vs. Assistant Professors (n=41): Professors (mean=3.83) agree significantly more than Assistant Professors (mean=3.10) at $p < 0.05$.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=3.42) agree significantly more than instructors (mean=2.7) at $p < 0.01$.
 - Assistant Professors (n=41) vs. Instructors (n=44): Assistant Professors (mean=3.10) agree significantly more than Instructors (mean=2.7).
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): 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 56.20%. (Note: This is the lowest percentage of all the questions contained in section 7 of the survey.)
- This is the second (2nd) highest percentage for this question during the period covering 2012 to 2021 (i.e., the lowest for the 10-year period).
- Demographics (see each individual PDF files for further details)
 - By Sex
 - Females (n=70) vs. Males (n=39): Females (mean=2.8) agree significantly less than males (mean=3.0) at $p < 0.05$.
 - By Rank
 - Professors (n=18) vs. Associate Professors (n=25): no significant difference.
 - Professors (n=18) vs. Assistant Professors (n=41): no significant difference.
 - Professors (n=18) vs. Instructors (n=44): no significant difference.
 - Associate Professors (n=25) vs. Assistant Professors (n=41): no significant difference.
 - Associate Professors (n=25) vs. Instructors (n=44): Associate Professors (mean=2.43) agree significantly less than Instructors (mean=2.79) at $p < 0.05$.
 - Assistant Professors (n=41) vs. Instructors (n=44): Assistant Professors (mean=2.84) agree significantly more than instructors (mean=2.79) at $p < 0.05$.
 - By Tenure
 - Tenured (n=49) vs. Tenure-Track (n=36): no significant difference.
 - Tenured (n=49) vs. Special Contract (n=34): no significant difference.
 - Tenure-Track (n=36) vs. Special Contract (n=34): no significant difference.
 - By Highest Degree
 - Terminal Degree (n=78) vs. Master's Degree (n=48): no significant difference.
 - Full-time faculty vs. Part-time faculty
 - Full-time faculty (n=98) vs. Part-time faculty (n=34): no significant difference.
 - Do you teach online courses? Yes or No
 - Yes (n=84) vs. No (n=45): no significant difference.