

## Qualitative Analysis of Faculty Satisfaction Survey 2016

The main concerning themes found in the comments of 2016 faculty satisfaction survey were in the following areas:

1. Pay and Pay equity
2. Budget crisis
3. Strategic planning
4. Adjunct faculty
5. Athletics promotion
6. Advising overload

The pay and pay equity had 60 comments, which were mostly about low pay (41 comments) and some in addition to low pay dissatisfaction was about pay inequity (21 comments). Some faculty expressed frustration by the fact that North Dakota public high schools start their teachers at higher salaries than MSU. Some faculty simply stated that they cannot pay their bills. Tied to these comments, is a frustration that faculty are expected to do more, but when it comes to compensation are underappreciated in this campus. Dissatisfaction was also expressed about pay inequity by discipline, and rank. Some examples, were specific and pointed out that business school is unjustifiably paid more than other schools. Other comments simply mentioned that their salary is much lower than other disciplines. The comments about pay and pay inequity, strongly support what we saw in the quantitative analysis part of the survey.

Budget cut comments came up 29 times, and were mostly about loss of faculty and an inability to fill in frozen positions. The unknowns about the budget cuts is creating job insecurity and low morale among the faculty. Tied to this theme were concerns about strategic planning. Strategic planning comments came up 20 times and were lengthier than any other comments. Faculty expressed that they want stronger leadership and a clearer plan about the future direction of the university. Part of the comments were suggestions on what the university should do though no cohesive theme about what the university should do was apparent.

Adjunct faculty comments came up 10 times. Most comments were about lack of support from the university. Low job security and pay and isolation from the campus were the most common comments.

Comments related to athletics came out 8 times. According to these comments, athletics is below mediocre and yet gets extra support from the administration compared to the rest of campus.

Lengthy academic advising comments came out 6 times, and were mostly grievances about advising being burdensome to faculty. Suggestions were made to have academic advising office/s in campus rather than overwhelming selective few good faculty advisors with too many advisees.

Positive comments about MSU were expressed 97 times. These comments were very short, often one or two words on what they liked about MSU. Most comments expressed that they like their students, small classes, faculty colleagues, staff, atmosphere of the campus, etc.

There were many other miscellaneous comments that did not fit into a cohesive theme, and as such were left out from this summary. There were many comments about tenure and promotion, but did not seem to be cohesive enough to be presented in the summary. I suggest that those comments could be made available to the promotion and tenure committee.

**Based on the analysis of the 2016 Faculty Satisfaction Survey, the FSS committee lists the following concerns and recommendations in order of importance.**

**1. Low MSU salaries, pay equity, and overall job satisfaction**

- Low MSU salaries and pay equity remains a serious dissatisfaction for all faculty. In fact, MSU salary and pay equity remains the least satisfactory of the entire survey. Around 80% of the faculty expressed dissatisfaction. Assistant and associate professors in particular had the highest dissatisfaction.
- The most common comment was on insufficient pay and inequity.
- Significant positive trend for those who continue to look for jobs elsewhere was also found.

**Recommendation**

- The FSS committee recommends that the Faculty Senate's Compensation Task Force committee be charged to investigate ideas and make recommendations relative to assessing, distributing, and formulating salary dollars and raises.

**2. MSU long-range plans and strategic planning**

- MSU long-range plans and strategic planning for addressing campus sustainability were a serious concern among the faculty at the time of the survey. Questions about long-range plans and campus sustainability were met with disagreement by approximately 60% of the faculty. This view was also expressed in the faculty comments.

**Recommendation**

The FSS committee recommends continued involvement of faculty in the strategic planning process.

**3. Opportunity for scholarly pursuits and support for scholarly pursuits by the administration remains an issue.**

- Instructors and assistant professors in particular link this issue with the tenure and promotion process.

**Recommendations**

Teaching loads and limited research opportunities make it hard for some new faculty to engage in scholarly pursuits in any significant way. Faculty up for promotion and or tenure are urged to attend the spring workshops relative to tenure and promotion processes.

The FSS committee recommends the following mechanisms to support and promote scholarship:<sup>1, 2</sup>

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<sup>1</sup> See questions 1.1 (pages 2, 4, 27, and 32) and 2.8 (pages 2, 13, and 32)

<sup>2</sup> This recommendation also triangulates with the new strategic plan (i.e., 2. Recruit, **retain, and value well-qualified** students, **faculty**, and staff. 3. **Create an institutional environment that supports** student, **faculty**, and staff success. [Emphasis added]).

- Within a 24 SH contract year, allow flexible scheduling to provide concentrated time for scholarly work. Empower deans, chairs, and faculty to explore flexible scheduling such that the 24 SH are assigned in any combination across the entire academic contract year; allow summer term to be included in such negotiations.
- Allow course releases for scholarship pursuits. Such releases shall be contractually tied to scholarship milestones and negotiated between dean, chair, and faculty. This could manifest as a mini version of the sabbatical process but administered at the college level. This may also include the use of internal Small Research Grant dollars to buy out courses for a faculty member who is engaged in and actively pursuing scholarship.
- Create a “Partners in Research” initiative modeled after the “Partners in Learning (PIL)” program whereby faculty are paired and incentivized to pursue scholarship/research activities. This type of initiative may include/promote interdisciplinary research. Consideration should be given to pair full professors with those who are interested in pursuing promotion opportunities.

The committee recommends that Faculty Senate urges the administration to address unfilled tenure-track faculty lines in the strategic planning process. This should include strategic planning for attrition.

- Add a new demographic question to the Faculty Satisfaction Survey to better understand faculty responses:
  - Select the category that best represents your current contract:
  - Tenured
  - Tenure-Track
  - Special Contract
  - Adjunct

**Based on the analysis of the 2016 Faculty Satisfaction Survey, the FSS committee has found the following positives and improvements:**

- 1) For the most part faculty are satisfied with the support they get from all the main campus offices and services.
- 2) Compared to year 2014 the relationship of faculty with administration is improving.  
See item 2.7 “MSU administration effectively works with faculty to achieve common goals increased from 38% to 51% over two years. See also item 1.13 "Relationship with administration" increased from 40% in 2014 to 60% by 2016.
- 3) Modest improvements in the past two years were also seen with respect to promotion of academic excellence and scholarship by the administration. Items 2.8 and 2.9 that addresses these two points increased by 12% and 15% within the last two years.
- 4) Social and professional relationships among faculty are a strong positive result.
- 5) Folks are mostly happy with their departments.



**Minot State**  
**UNIVERSITY**

**Faculty Senate**

**Summary Report**  
**2016 Faculty Satisfaction Survey (FSS)**

**FSS committee members:**

**Dr. Zeni Shabani, chair**

**Dr. Andrew Bertsch**

**Dr. Harry Hoffman**

**Dr. Lisa-Borden King**

**Dr. Laurie Geller**

**Dr. ShaunAnne Tangney**

**Ms. Cari Olson**

Each spring the FSS vice president chairs the FSS committee. The committee is in charge of conducting, analyzing and reporting the results of FSS. Data from the survey 2016 are summarized as averages and plotted in graphs in pages 3-12 by Ms. Cari Olson. Quantitative analysis of data between 2008-2016 were conducted by Dr. Andrew Bertsch. Results of statistical analysis are summarized in pages 13-52. In August 3<sup>rd</sup> 2016, these results and comments associated with the survey, and a summary of major concerns were communicated to President Shirley.

# Cari Olson

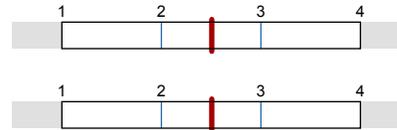
Faculty Satisfaction Survey Spring 2016  
No. of responses = 139



Overall indicators

## Global Index

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



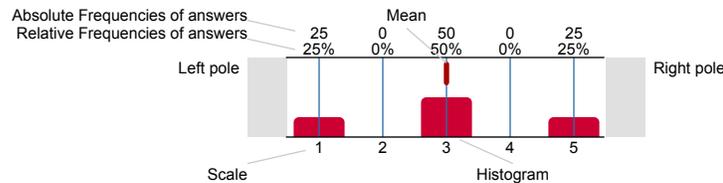
av.=2.51

av.=2.51

## Survey Results

### Legend

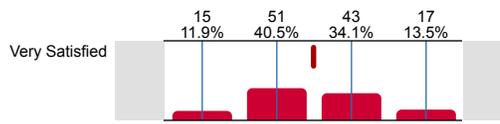
Question text



n=No. of responses  
av.=Mean  
ab.=Abstention

1. 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.

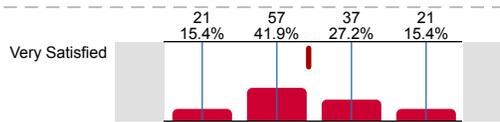
1.1) Opportunity for scholarly pursuits.



Not at all Satisfied

n=126  
av.=2.49  
ab.=13

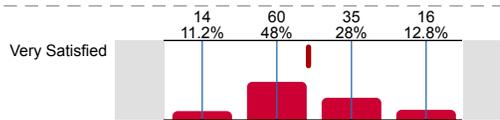
1.2) Opportunity to implement new ideas.



Not at all Satisfied

n=136  
av.=2.43  
ab.=2

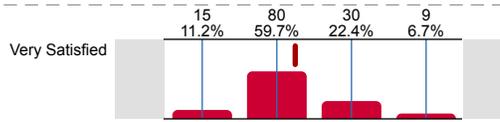
1.3) Teaching load



Not at all Satisfied

n=125  
av.=2.42  
ab.=11

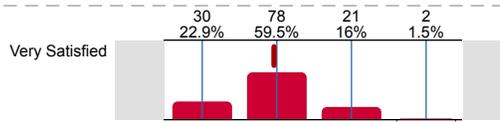
1.4) Quality of students.



Not at all Satisfied

n=134  
av.=2.25  
ab.=3

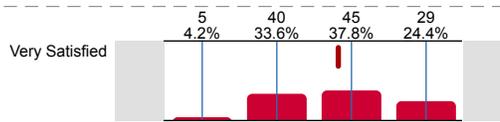
1.5) Opportunity to interact with students outside of scheduled classes and advising.



Not at all Satisfied

n=131  
av.=1.96  
ab.=7

1.6) Recruiting of students.

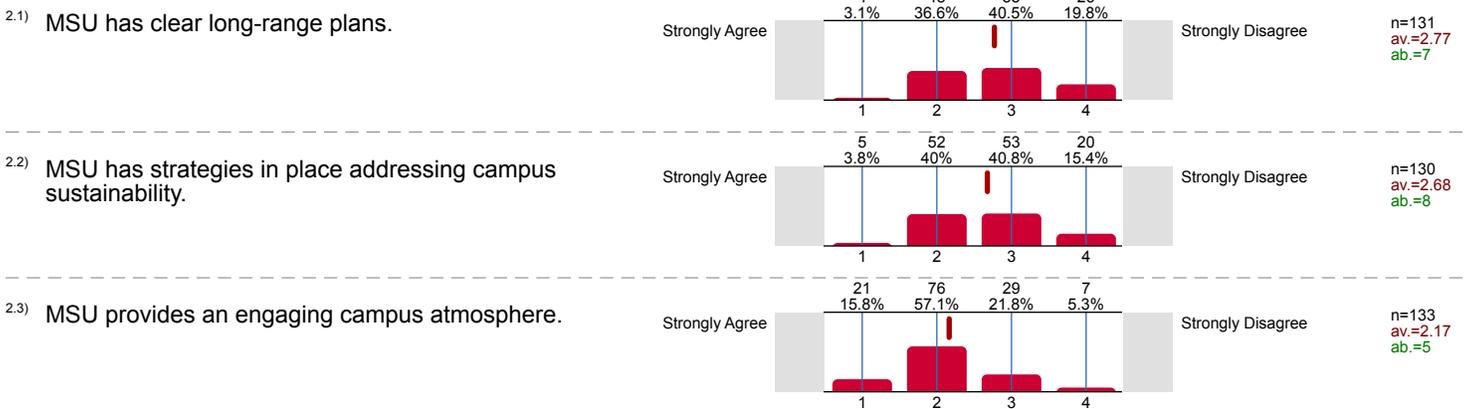


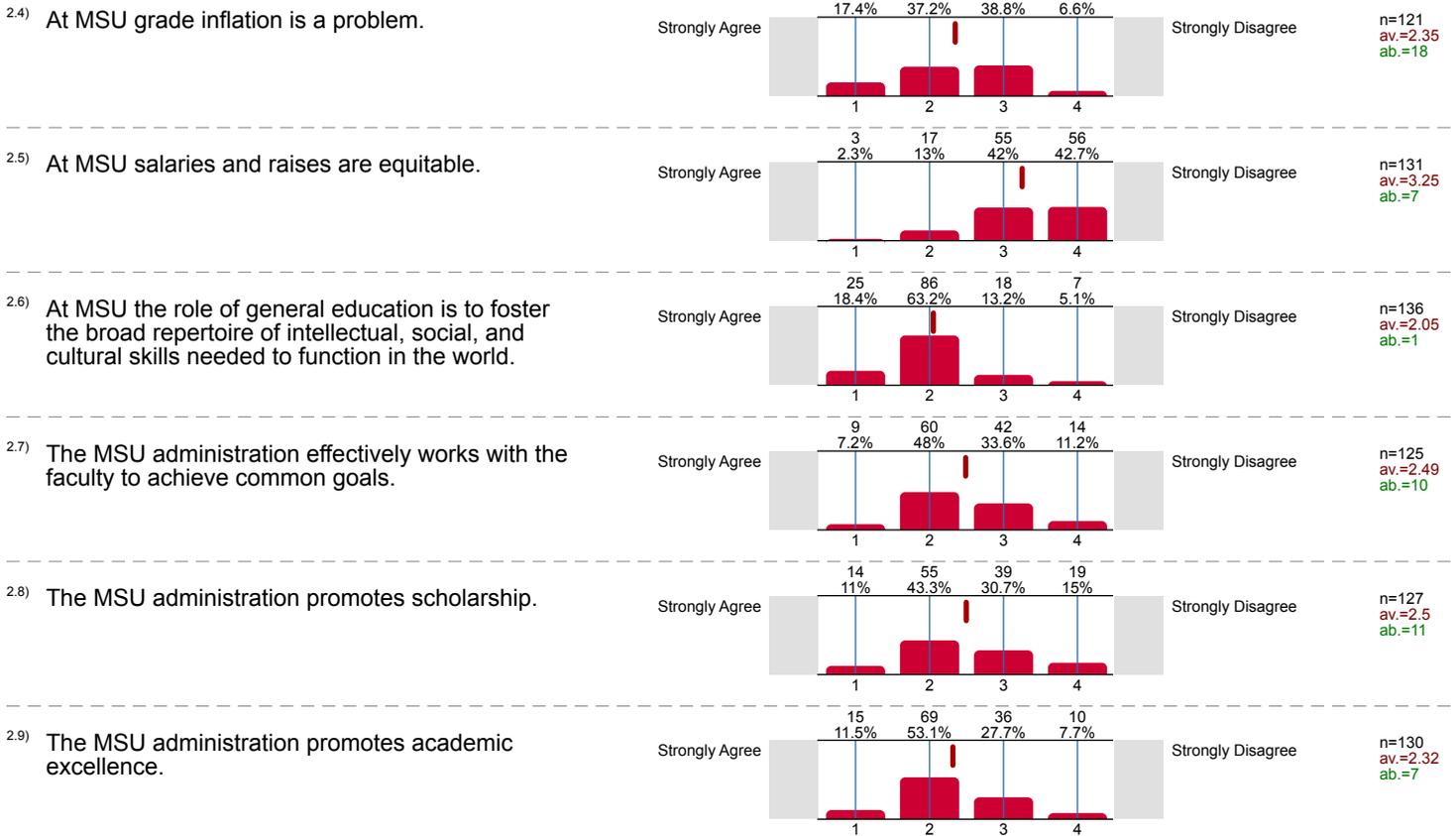
Not at all Satisfied

n=119  
av.=2.82  
ab.=19

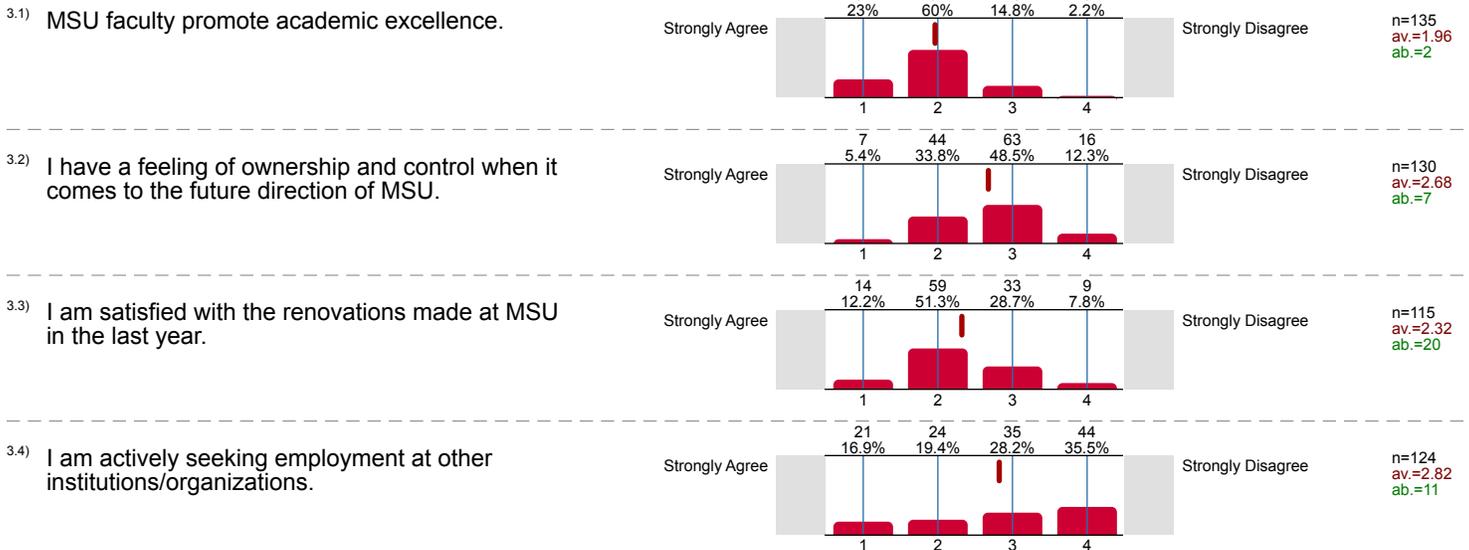


2. State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.





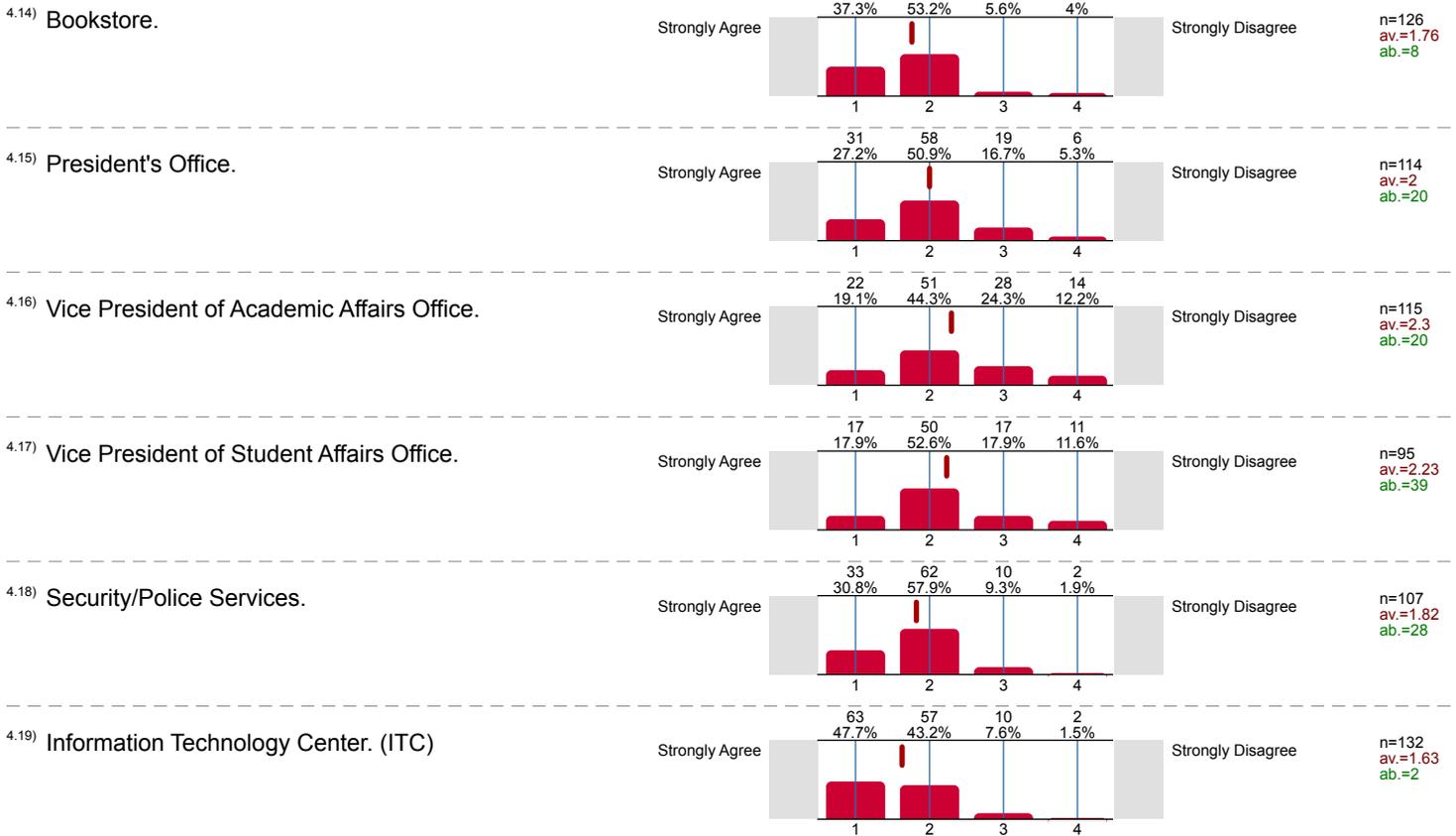
3. State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.



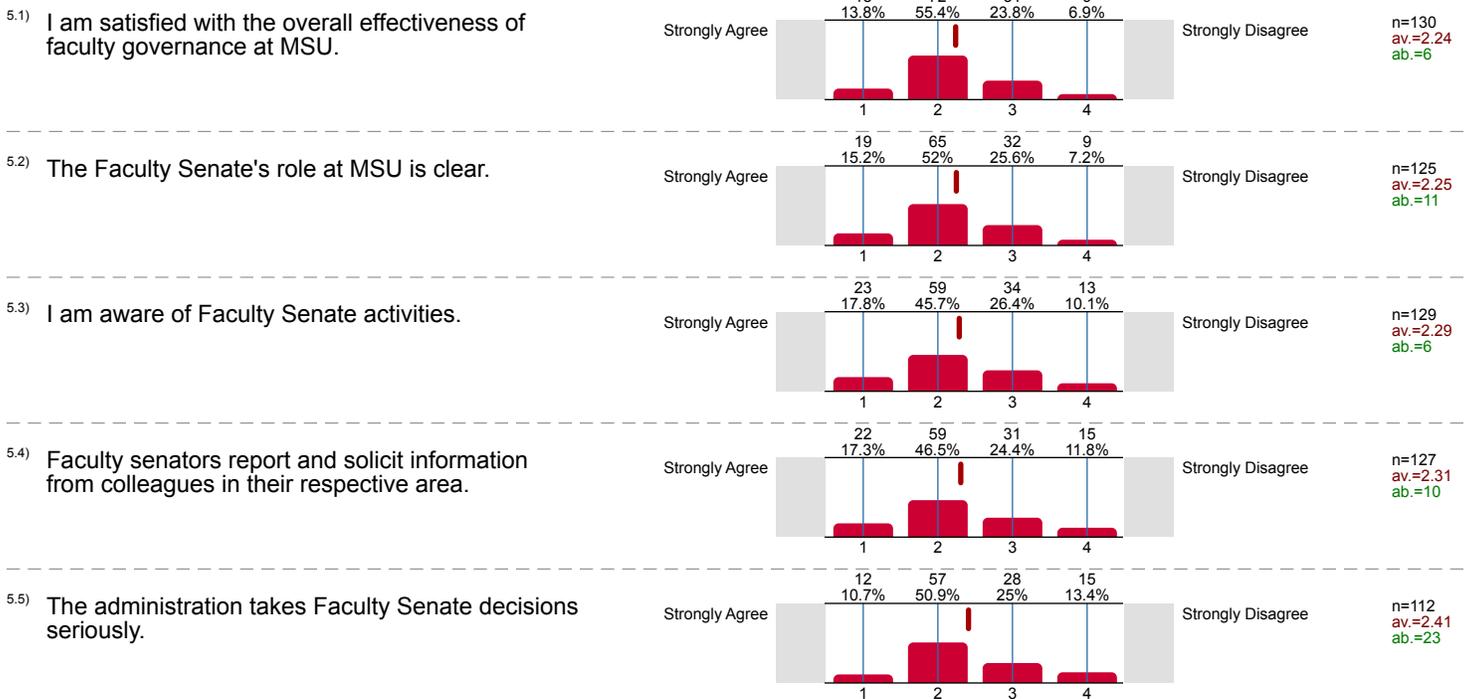
4. I receive adequate support from:





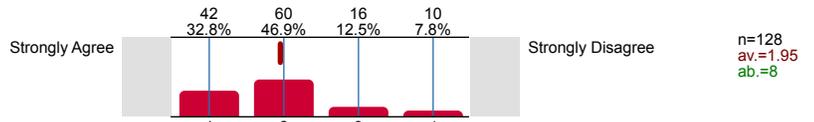


5. Faculty Governance: Select the option that best describes your level of agreement or disagreement with the following statements concerning faculty governance.

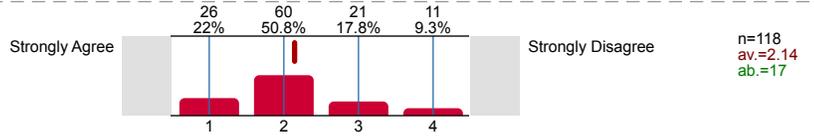


6. Curriculum:

6.1) I understand the curriculum development process.

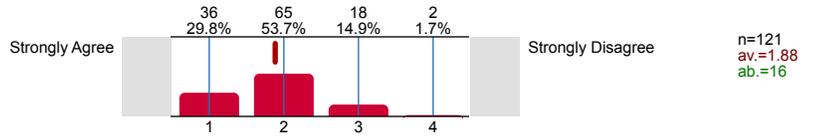


6.2) The curriculum development process at MSU is effective.

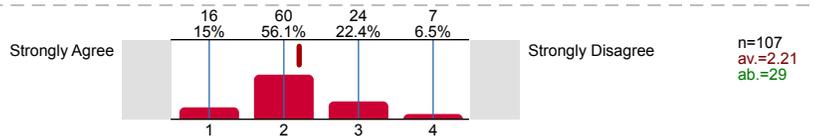


7. Tenure and Promotion:

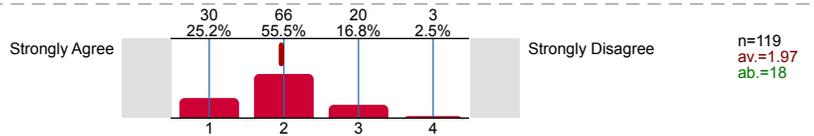
7.1) I understand the tenure process.



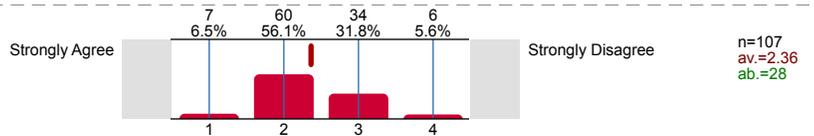
7.2) The tenure process at MSU is effective.



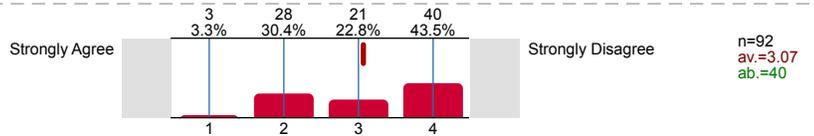
7.3) I understand the promotion process.



7.4) The promotion process at MSU is effective.

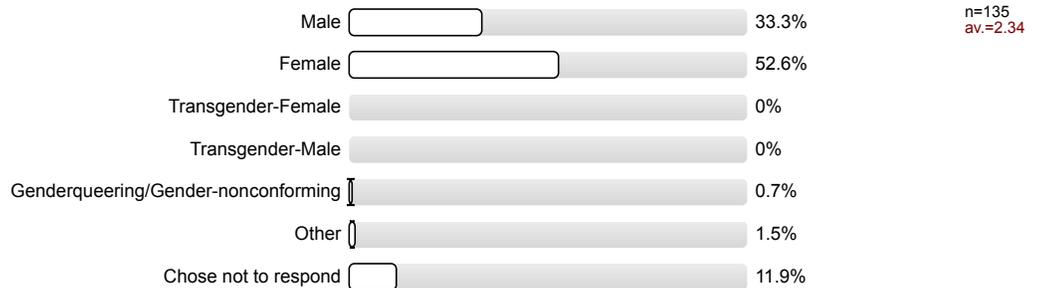


7.5) The peer review of teaching (formerly committee of 12) process at MSU is effective.



9. Demographic Information: Please supply the following information about yourself and position at MSU.

9.1) What is your gender?



9.2) What is your current faculty rank?



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9.3) In regards to tenure, are you...



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9.4) What is your highest degree earned?



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9.5) Do you teach...



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9.6) Do you teach online courses?



# Profile

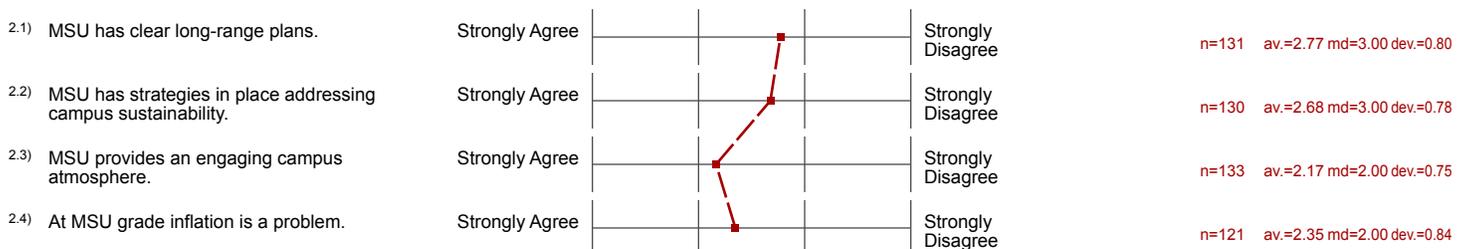
Subunit: General Surveys  
 Name of the instructor: Cari Olson  
 Name of the course: Faculty Satisfaction Survey Spring 2016  
 (Name of the survey)

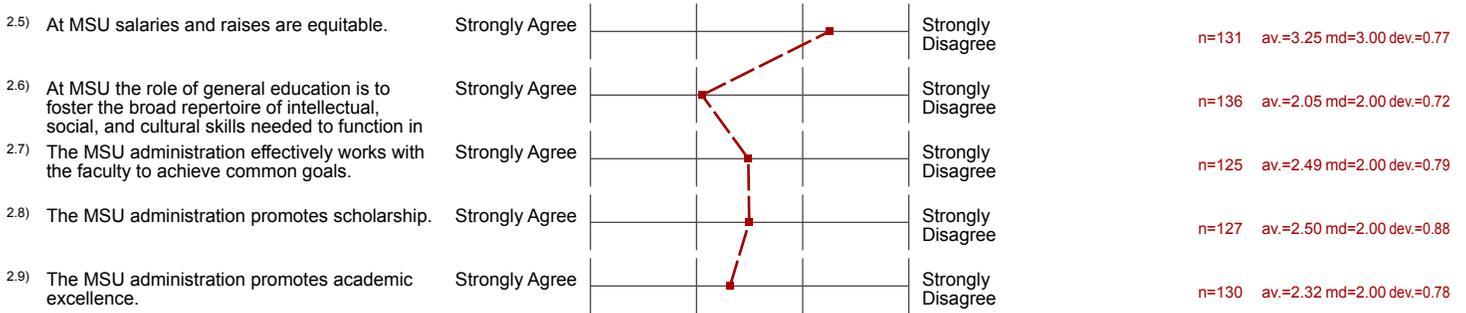
Values used in the profile line: Mean

1. 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.

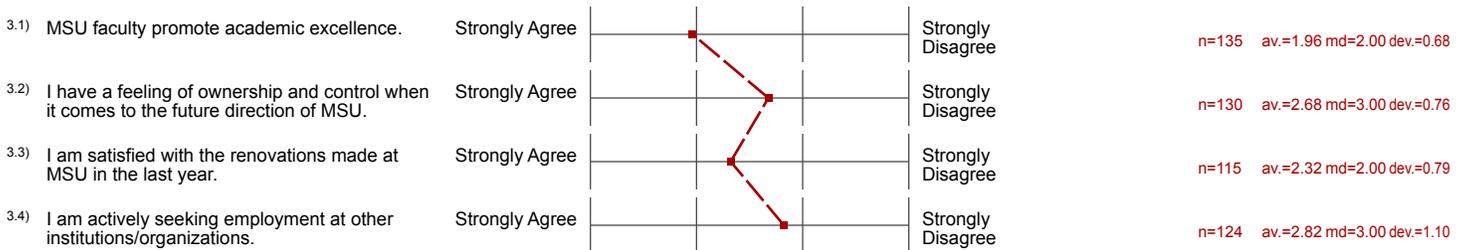


2. State of the Institution: Select the option that best describes your level of agreement or disagreement with the following statements concerning the institution.



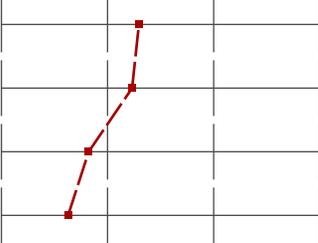


3. State of the Faculty: Select the option that best describes your level of agreement or disagreement with the following statements concerning the faculty.



4. I receive adequate support from:



4.16) Vice President of Academic Affairs Office.	Strongly Agree		Strongly Disagree	n=115 av.=2.30 md=2.00 dev.=0.92
4.17) Vice President of Student Affairs Office.	Strongly Agree		Strongly Disagree	n=95 av.=2.23 md=2.00 dev.=0.88
4.18) Security/Police Services.	Strongly Agree		Strongly Disagree	n=107 av.=1.82 md=2.00 dev.=0.67
4.19) Information Technology Center. (ITC)	Strongly Agree		Strongly Disagree	n=132 av.=1.63 md=2.00 dev.=0.69

5. 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.	Strongly Agree		Strongly Disagree	n=130 av.=2.24 md=2.00 dev.=0.78
5.2) The Faculty Senate's role at MSU is clear.	Strongly Agree		Strongly Disagree	n=125 av.=2.25 md=2.00 dev.=0.80
5.3) I am aware of Faculty Senate activities.	Strongly Agree		Strongly Disagree	n=129 av.=2.29 md=2.00 dev.=0.88
5.4) Faculty senators report and solicit information from colleagues in their respective area.	Strongly Agree		Strongly Disagree	n=127 av.=2.31 md=2.00 dev.=0.90
5.5) The administration takes Faculty Senate decisions seriously.	Strongly Agree		Strongly Disagree	n=112 av.=2.41 md=2.00 dev.=0.85

6. Curriculum:

6.1) I understand the curriculum development process.	Strongly Agree		Strongly Disagree	n=128 av.=1.95 md=2.00 dev.=0.88
6.2) The curriculum development process at MSU is effective.	Strongly Agree		Strongly Disagree	n=118 av.=2.14 md=2.00 dev.=0.87

7. Tenure and Promotion:

7.1) I understand the tenure process.	Strongly Agree		Strongly Disagree	n=121 av.=1.88 md=2.00 dev.=0.71
7.2) The tenure process at MSU is effective.	Strongly Agree		Strongly Disagree	n=107 av.=2.21 md=2.00 dev.=0.77
7.3) I understand the promotion process.	Strongly Agree		Strongly Disagree	n=119 av.=1.97 md=2.00 dev.=0.72
7.4) The promotion process at MSU is effective.	Strongly Agree		Strongly Disagree	n=107 av.=2.36 md=2.00 dev.=0.69
7.5) The peer review of teaching (formerly committee of 12) process at MSU is effective.	Strongly Agree		Strongly Disagree	n=92 av.=3.07 md=3.00 dev.=0.94

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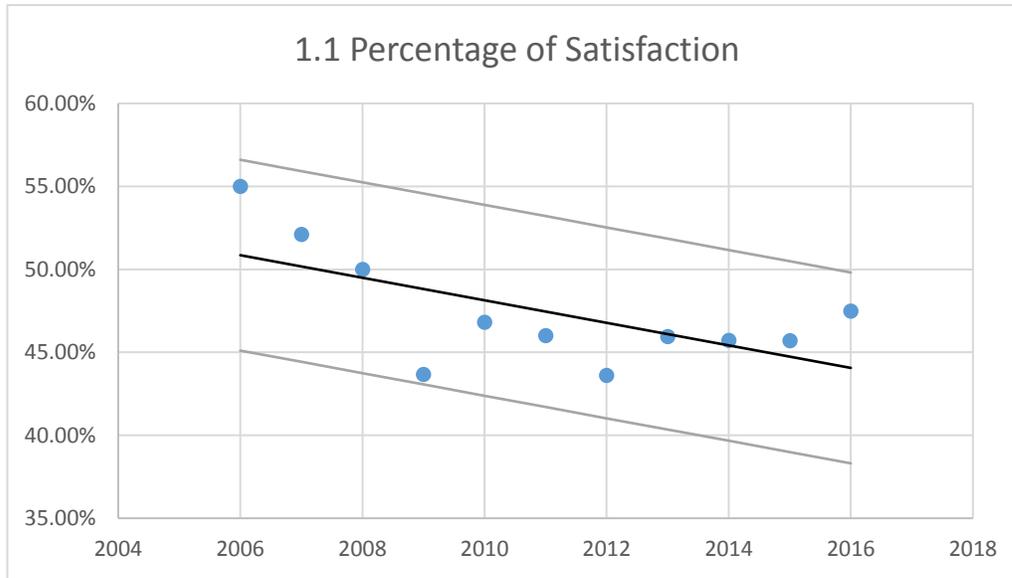
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## Trend summary and significant trends

Question	2014	2015	2016
<i>1.1 Job Satisfaction</i> Opportunity for scholarly pursuits	significantly negative at p<0.05	significantly negative at p<0.05	significantly negative at p<0.05
<i>1.2 Job Satisfaction</i> Opportunity to implement new ideas	significantly negative at p<0.05	significantly negative at p<0.05	significantly negative at p<0.01
<i>1.4 Job Satisfaction</i> Quality of students	significantly positive at p<0.05	---	---
<i>1.8 Job Satisfaction</i> Working conditions (hours, location, etc)	---	significantly negative at p<0.05	---
<i>1.13 Job Satisfaction</i> Relationship with administration	significantly negative at p<0.001	significantly negative at p<0.001	significantly negative at p<0.01
<i>1.14 Job Satisfaction</i> Job security	significantly negative at p<0.05	significantly negative at p<0.01	significantly negative at p<0.01
<i>1.15 Job Satisfaction</i> Overall job satisfaction	significantly negative at p<0.05	significantly negative at p<0.05	significantly negative at p<0.001
<i>2.1 State of the Institution</i> MSU has clear long-range plans	---	significantly negative at p<0.05	significantly negative at p<0.001
<i>2.2 State of the Institution</i> MSU has strategies in place addressing campus sustainability	significantly negative at p<0.05	significantly negative at p<0.01	significantly negative at p<0.001
<i>2.4 State of the Institution</i> At MSU grade inflation is a problem	---	significantly negative at p<0.05	significantly negative at p<0.01
<i>2.7 State of the Institution</i> The administration effectively works with the faculty to achieve common goals	significantly negative at p<0.05	significantly negative at p<0.05	significantly negative at p<0.05
<i>2.8 State of the Institution</i> The administration promotes scholarship at MSU	significantly negative at p<0.05	significantly negative at p<0.05	significantly negative at p<0.05
<i>2.9 State of the Institution</i> The administration promotes academic excellence at MSU	significantly negative at p<0.05	significantly negative at p<0.01	significantly negative at p<0.05
<i>3.3 State of the Faculty</i> I am satisfied with the renovations made at MSU in the last year.	---	---	significantly negative at p<0.05
<i>3.4 State of the Faculty</i> I am actively seeking employment at other institutions/organizations	significantly positive at p<0.05	significantly positive at p<0.06	significantly positive at p<0.05
<i>4.3 State of the Faculty</i>	---	---	significantly positive at p<0.05

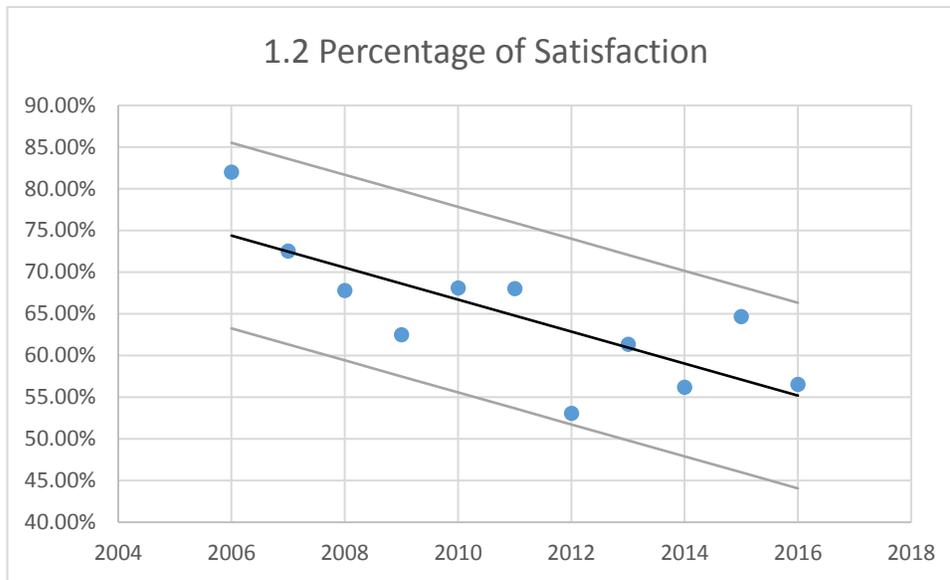
Question	2014	2015	2016
I receive adequate support from: The Center for Extended Learning			
<i>4.5 State of the Faculty</i> I receive adequate support from: Human Resources	---	significantly negative at $p<0.05$	significantly negative at $p<0.052$
<i>4.6 State of the Faculty</i> I receive adequate support from: Library	---	---	significantly negative at $p<0.05$
<i>5.2 Faculty Governance</i> The Faculty Senate's role at MSU is clear	---	---	significantly negative at $p<0.01$
<i>5.5 Faculty Governance</i> The administration takes Faculty Senate decisions seriously	---	significantly negative at $p<0.05$	---
<i>6.2 Curriculum</i> The curriculum development process at MSU is effective.	---	---	significantly negative at $p<0.01$
<i>7.3 Tenure and Promotion</i> I understand the promotion process.	---	---	significantly negative at $p<0.05$
<i>7.5 Tenure and Promotion</i> The peer review of teaching (formerly committee of 12) process at MSU is effective.	---	---	significantly negative at $p<0.01$

## 1.1 Opportunity for scholarly pursuits.



Trend p-value            0.035098

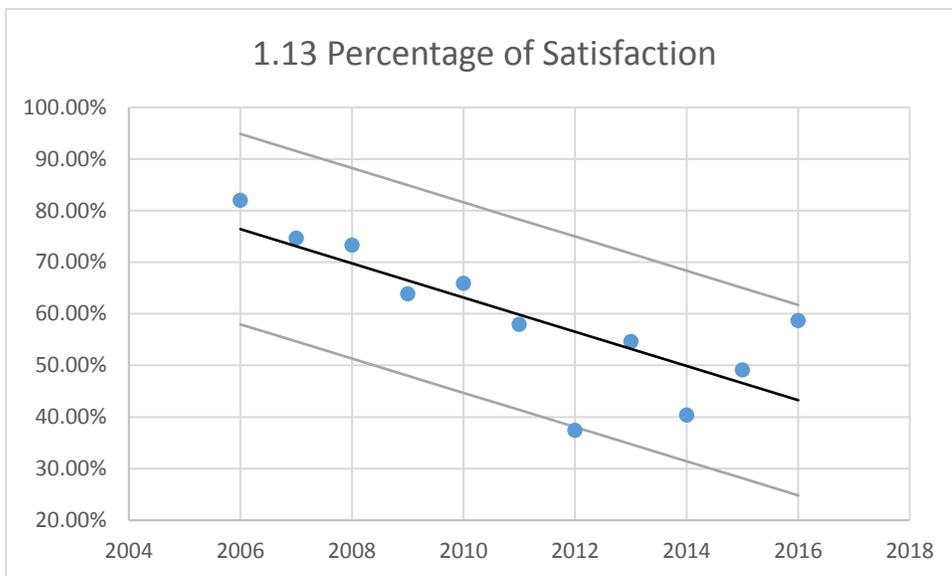
## 1.2 Opportunity to implement new ideas.



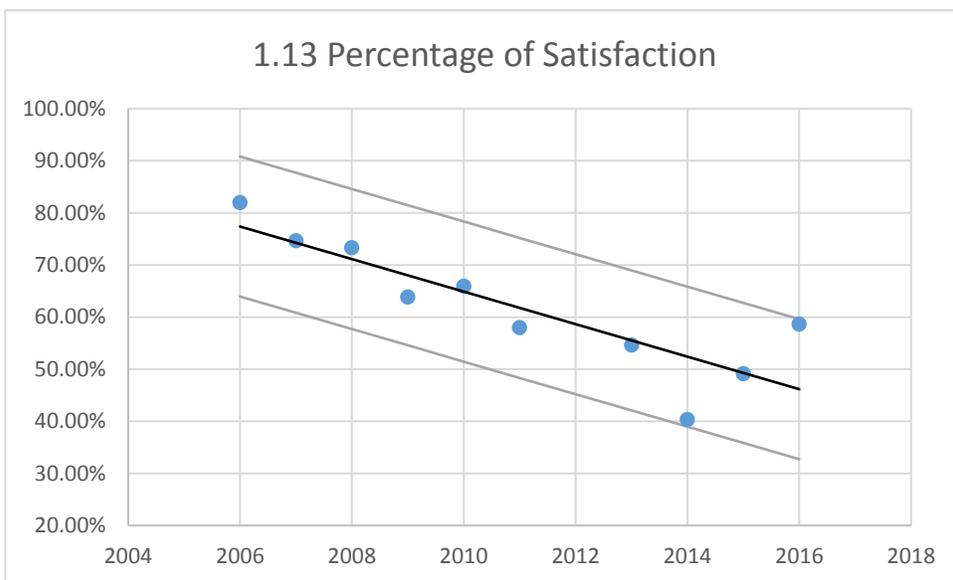
Trend  
p-value

0.005605

### 1.13 Relationship with administration.



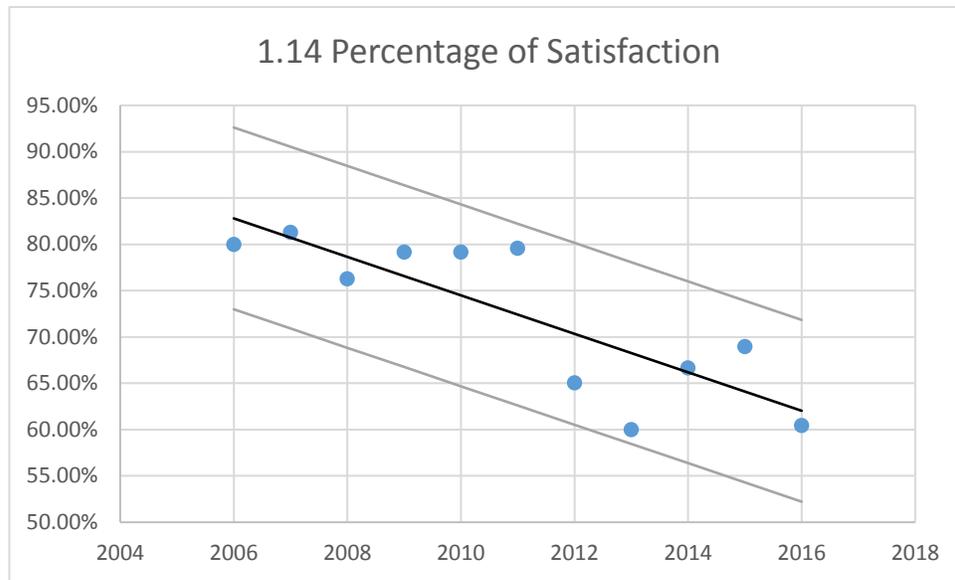
Data point for year 2012 is identified as an outlier.



Trend  
p-value

0.001274

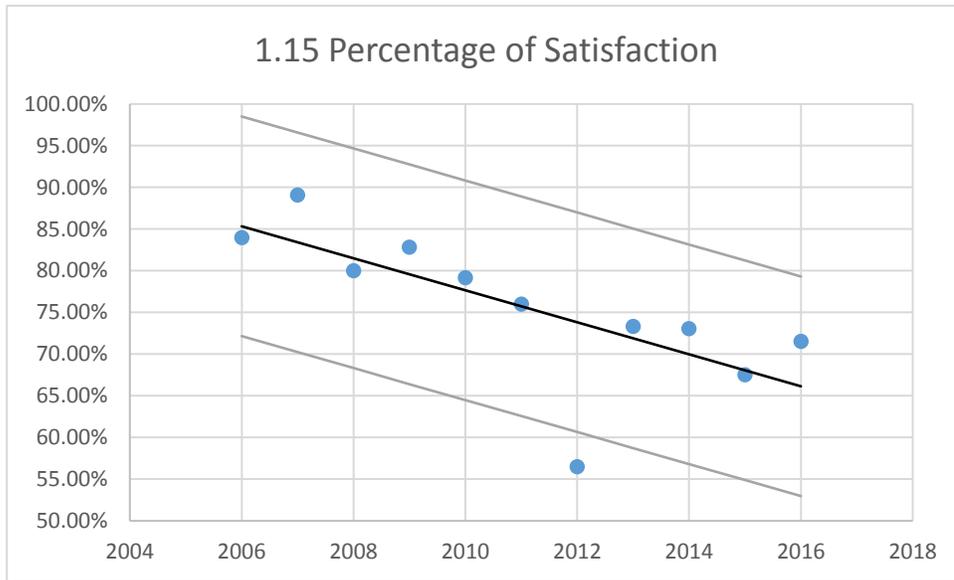
## 1.14 Job Security.



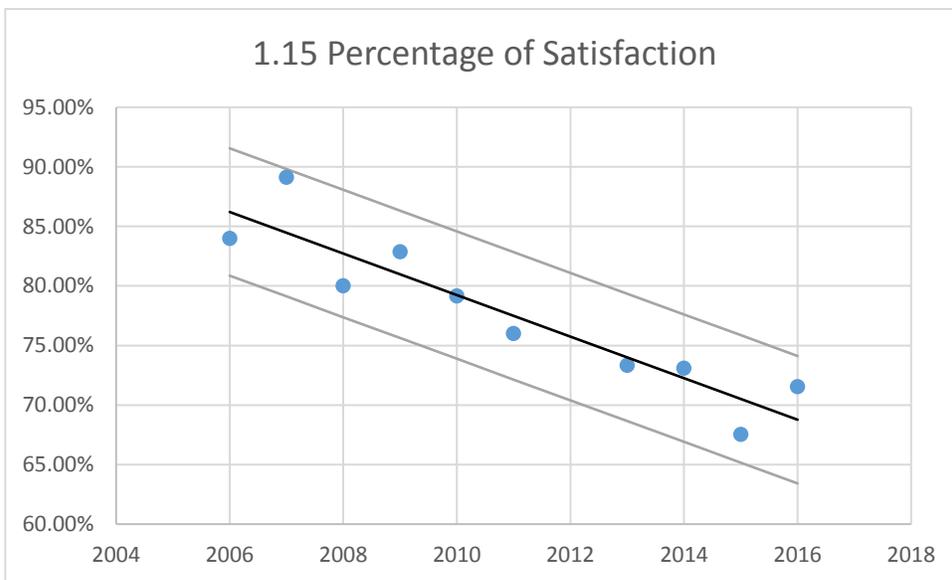
Trend

p-value 0.001624

### 1.15 Overall job satisfaction.

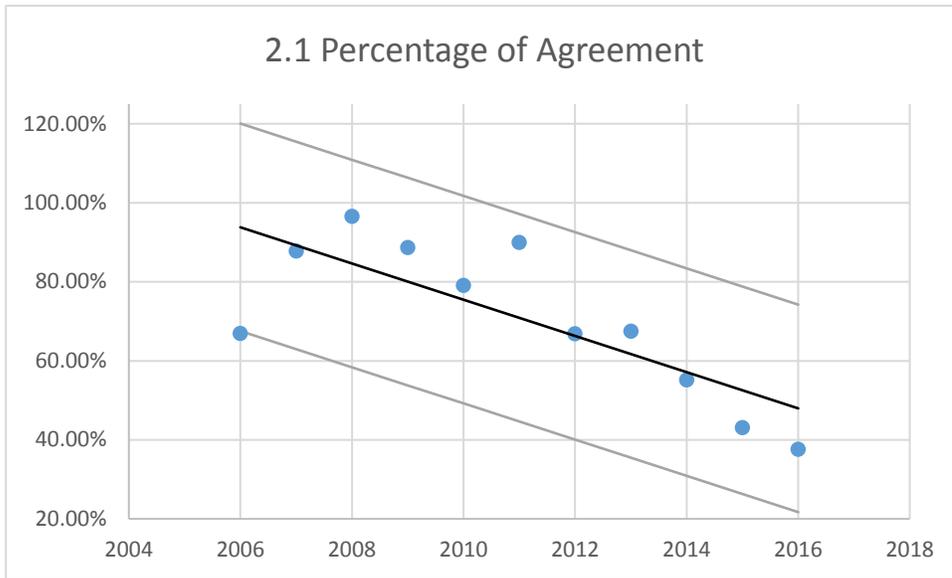


Data point for year 2012 is identified as an outlier.

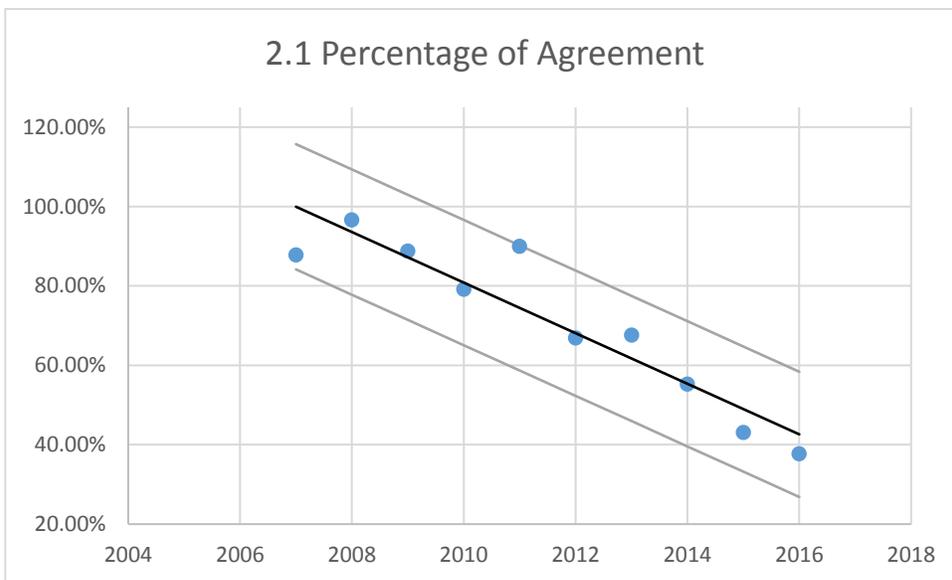


Trend  
p-value 0.000137

## 2.1 MSU has clear long-range plans.



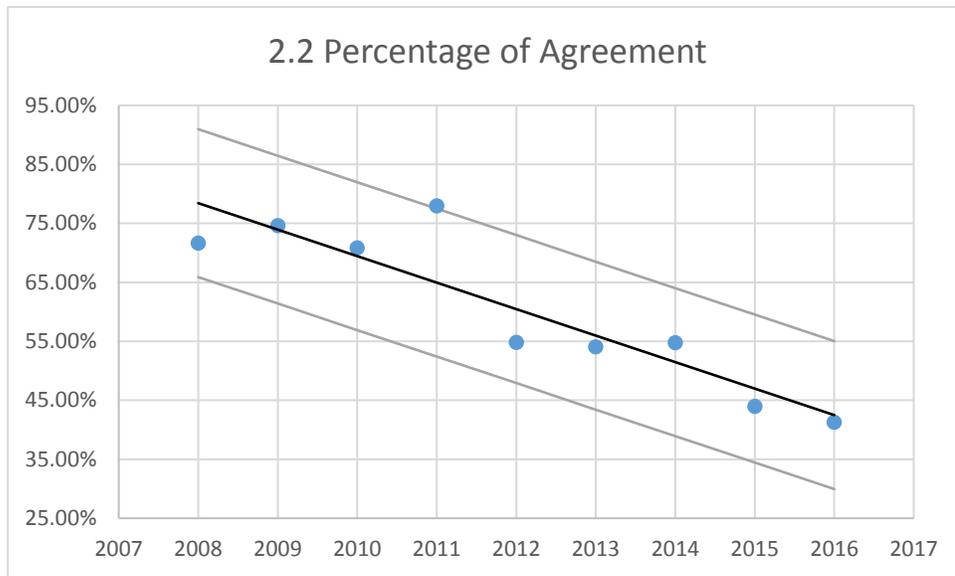
Data point for year 2006 is identified as an outlier.



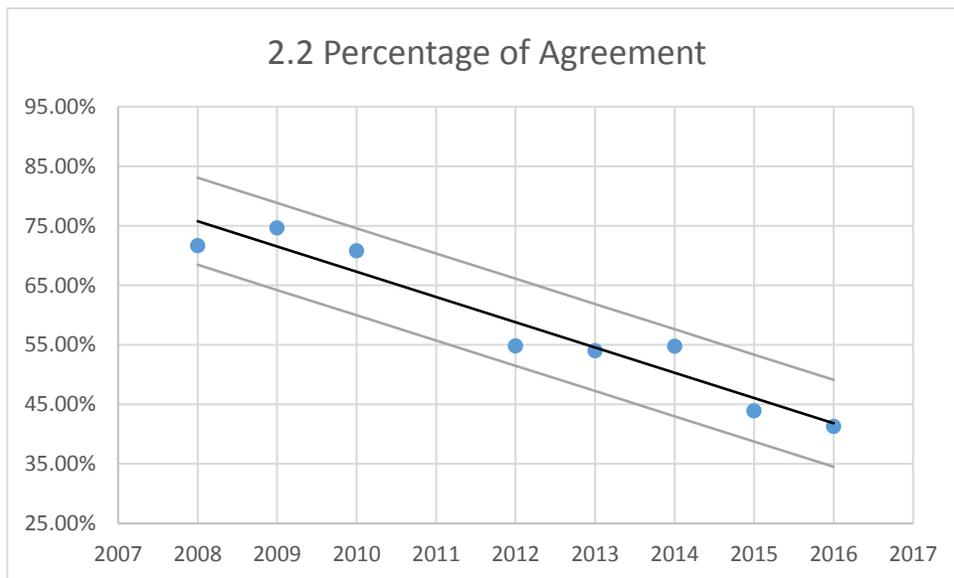
Trend  
p-value

0.00008

2.2 MSU has strategies in place addressing campus sustainability.



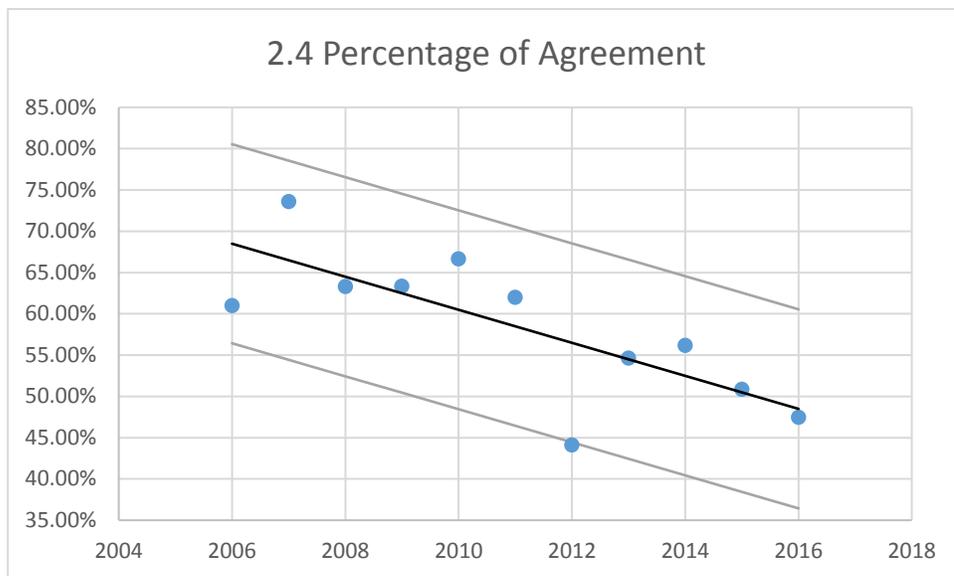
Data point for year 2011 is identified as an outlier.



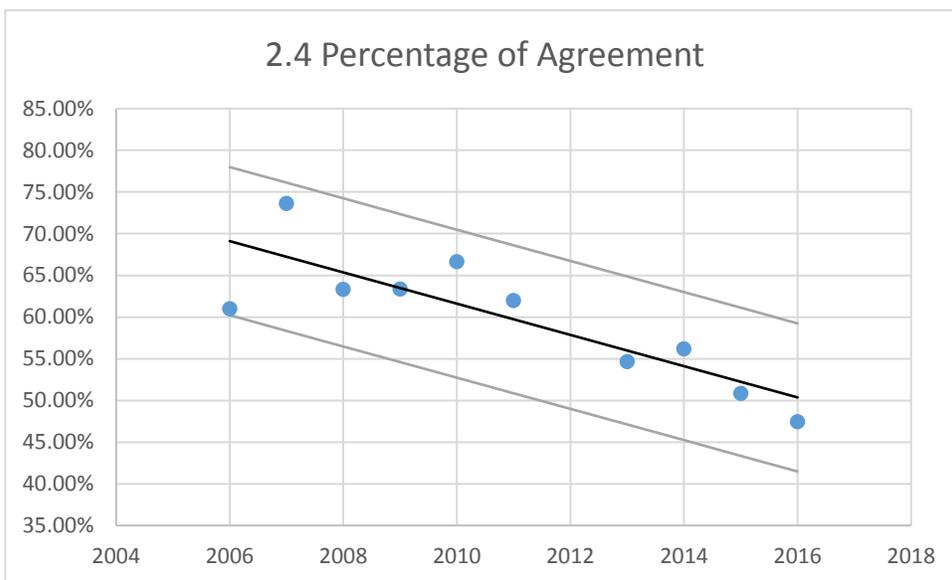
Trend  
p-value

0.00011

## 2.4 At MSU grade inflation is a problem.



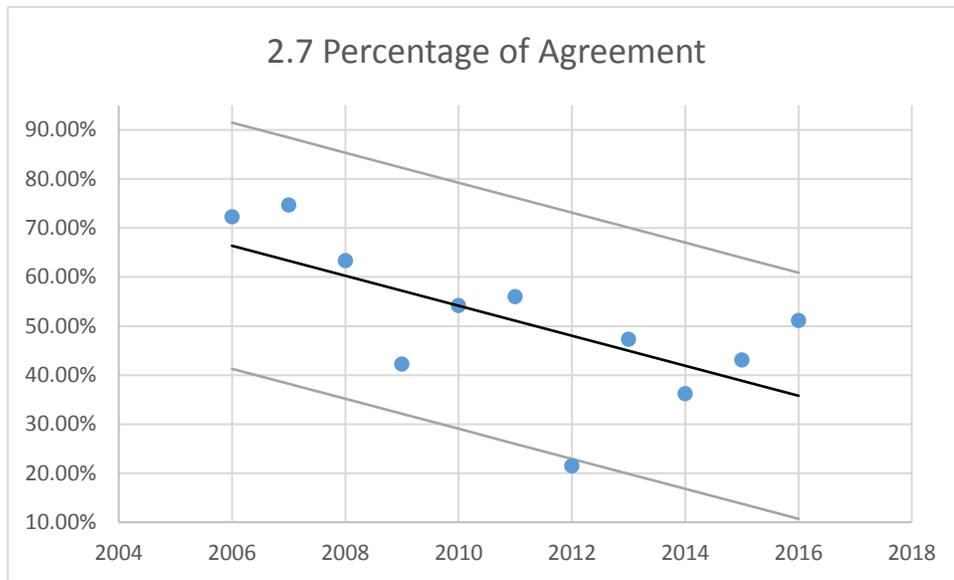
Data point for year 2012 is identified as an outlier.



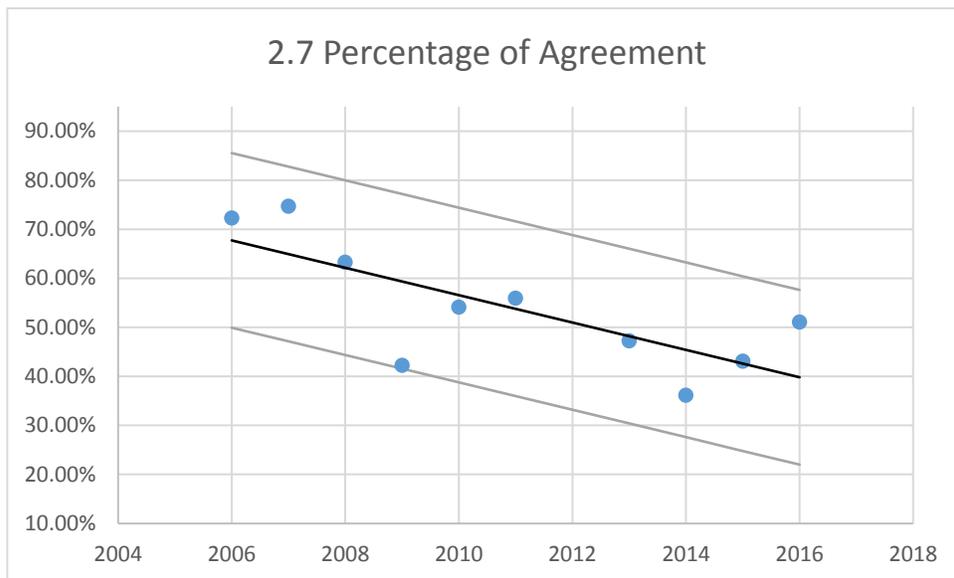
Trend  
p-value

0.00226

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



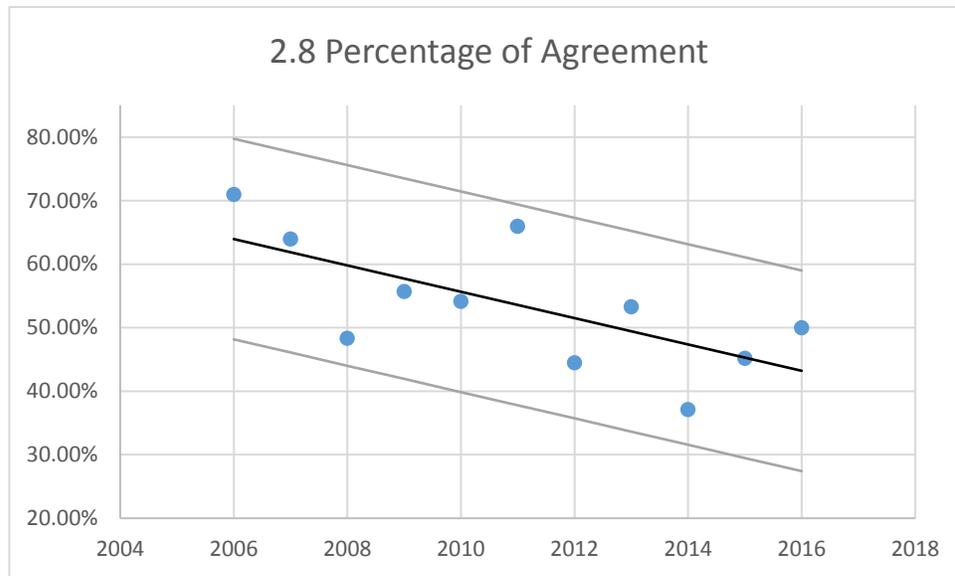
Data point for year 2012 is identified as an outlier.



Trend  
p-value

0.01135

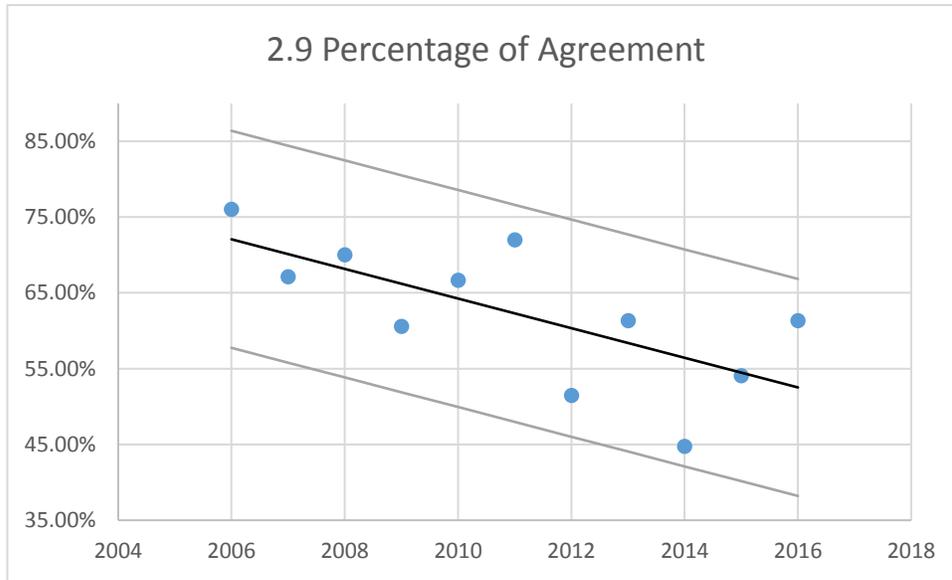
## 2.8 The MSU administration promotes scholarship.



Trend  
p-value

0.022301

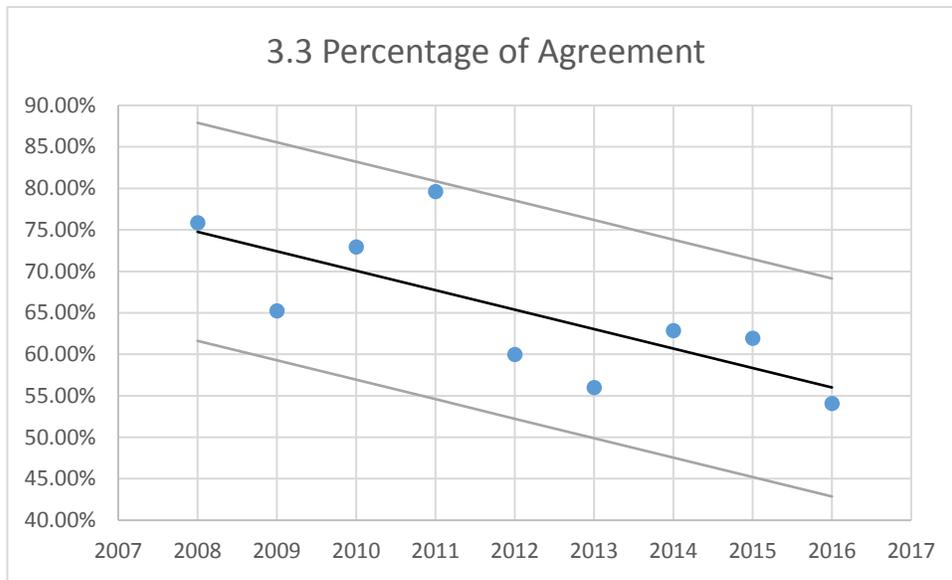
2.9 The MSU administration promotes academic excellence.



Trend  
p-value

0.018668

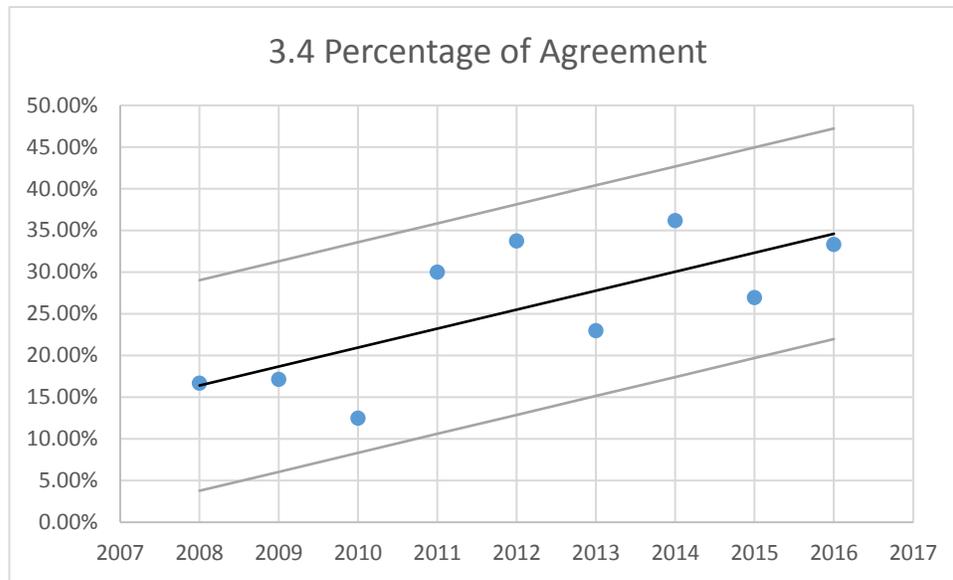
### 3.3 I am satisfied with the renovations made at MSU in the last year.



Trend  
p-value

0.027907

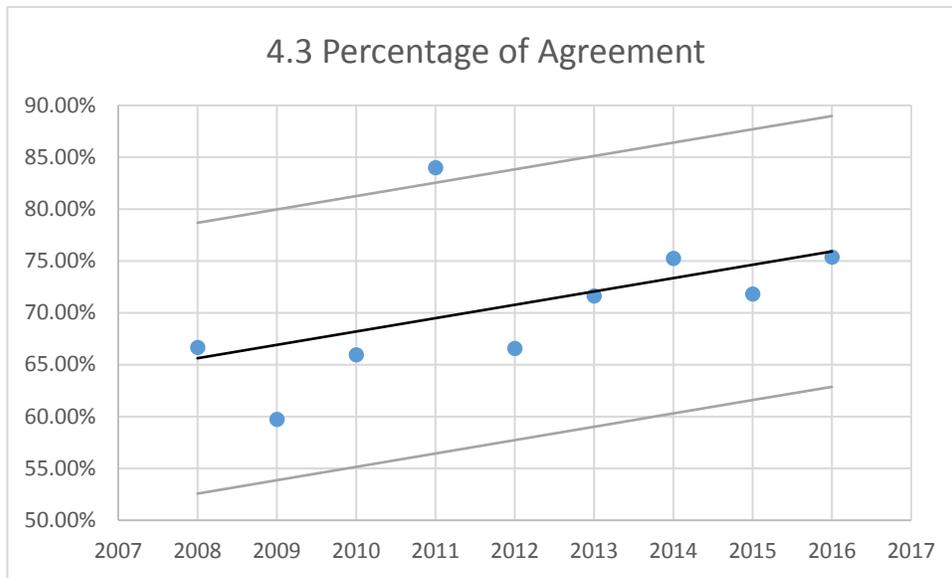
### 3.4 I am actively seeking employment at other institutions/organizations.



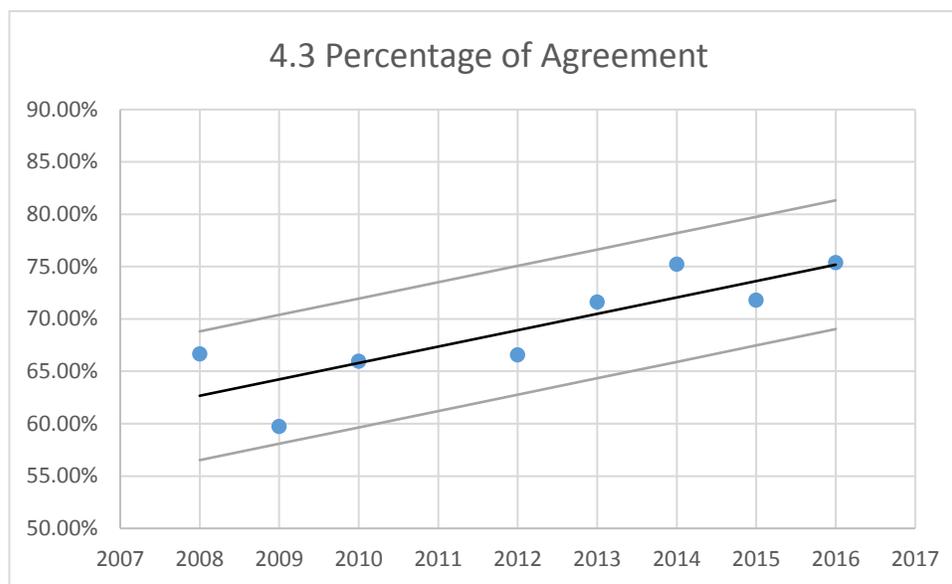
Trend  
p-value

0.026904

4.3 I receive adequate support from...The Center for Extended Learning.



Data point for year 2011 is identified as an outlier.

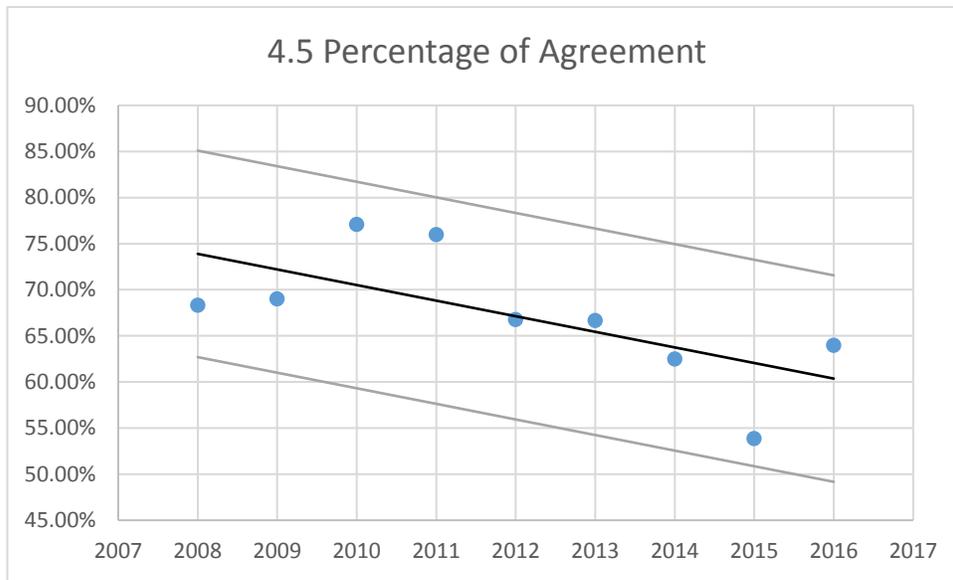


Trend

p-value

0.00793

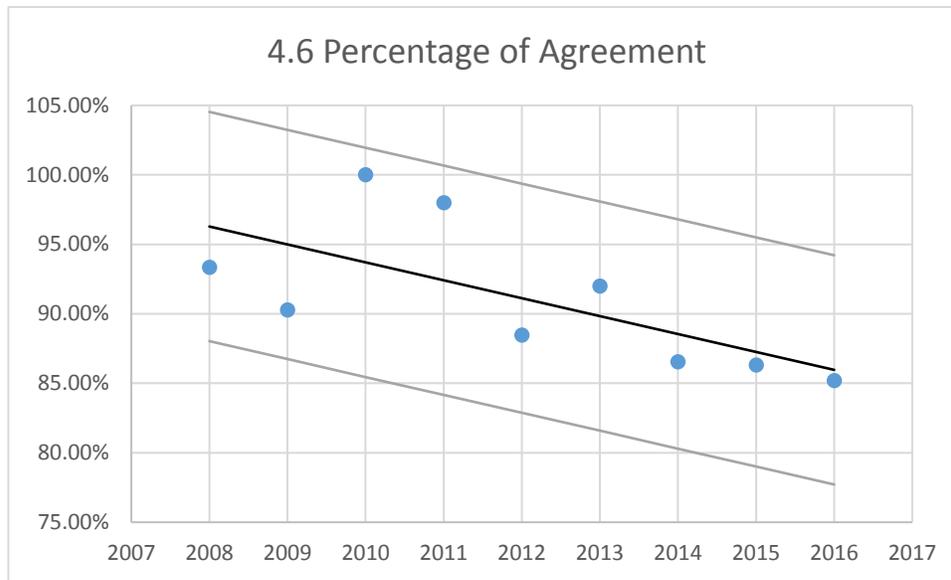
4.5 I receive adequate support from...Human Resources.



Trend  
p-value

0.051891

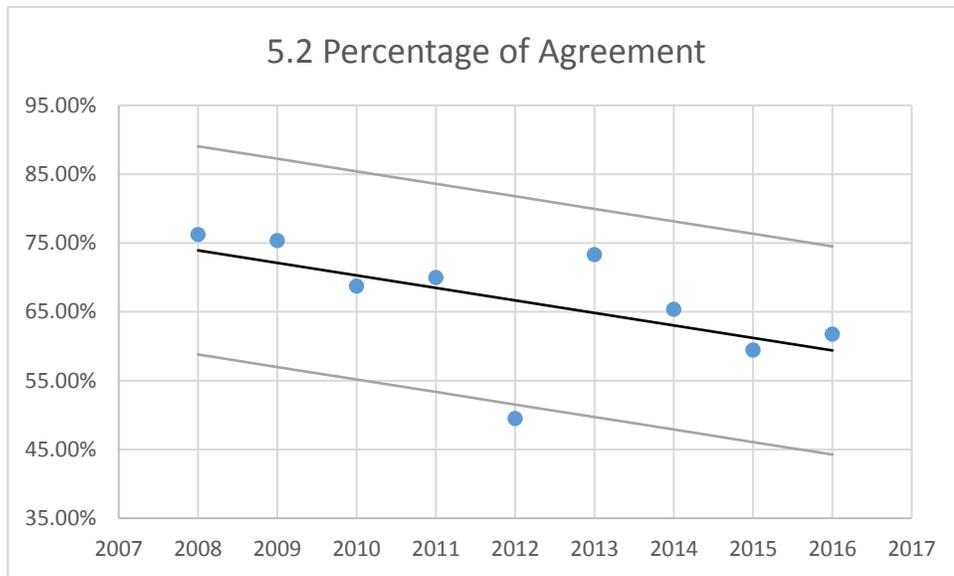
#### 4.6 I receive adequate support from...Library.



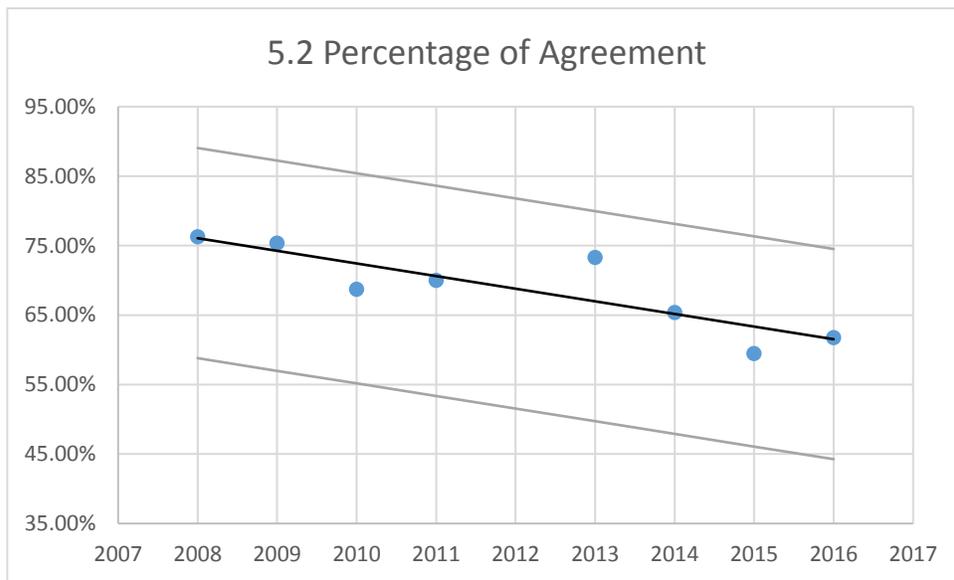
Trend  
p-value

0.045964

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

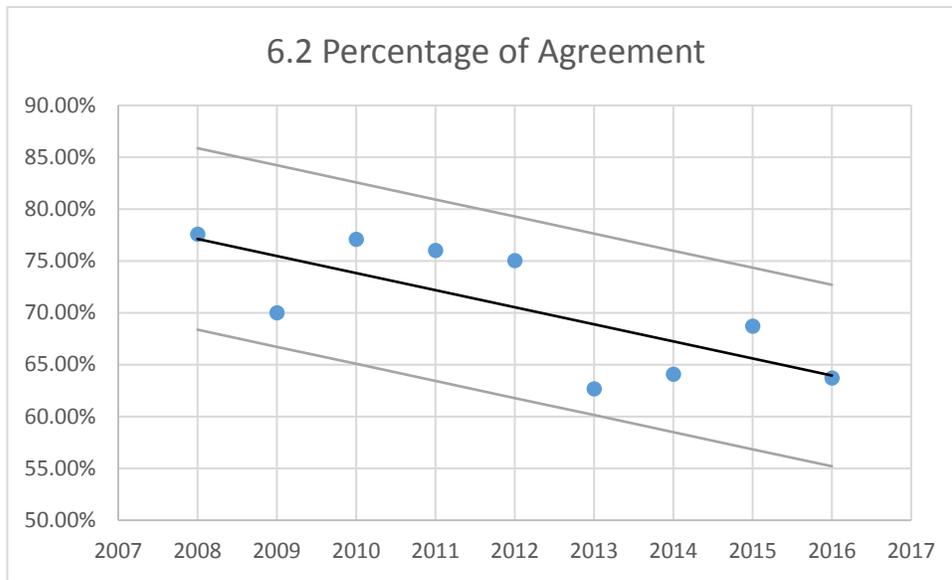


Data point for year 2012 is identified as an outlier.



Trend  
p-value 0.00633

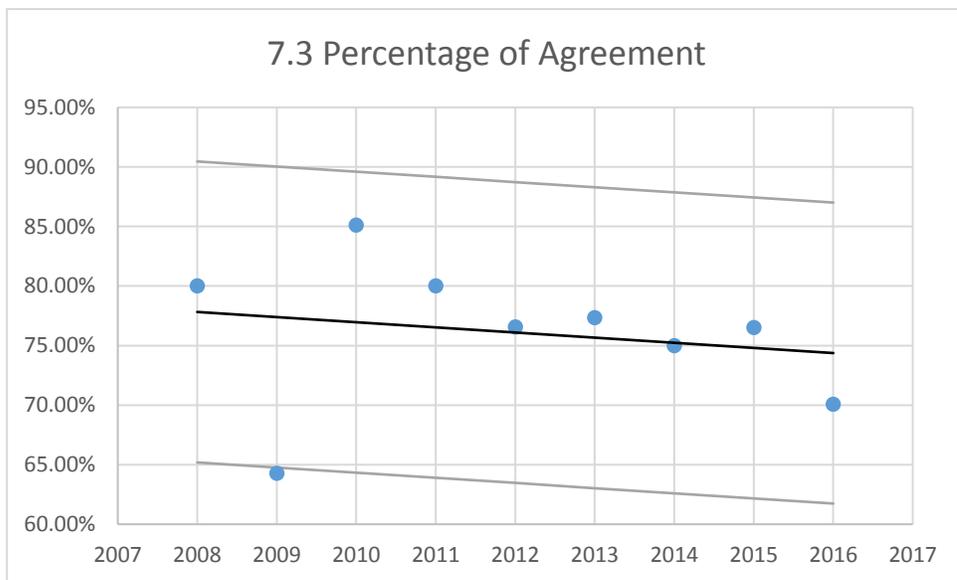
6.2 The curriculum development process at MSU is effective.



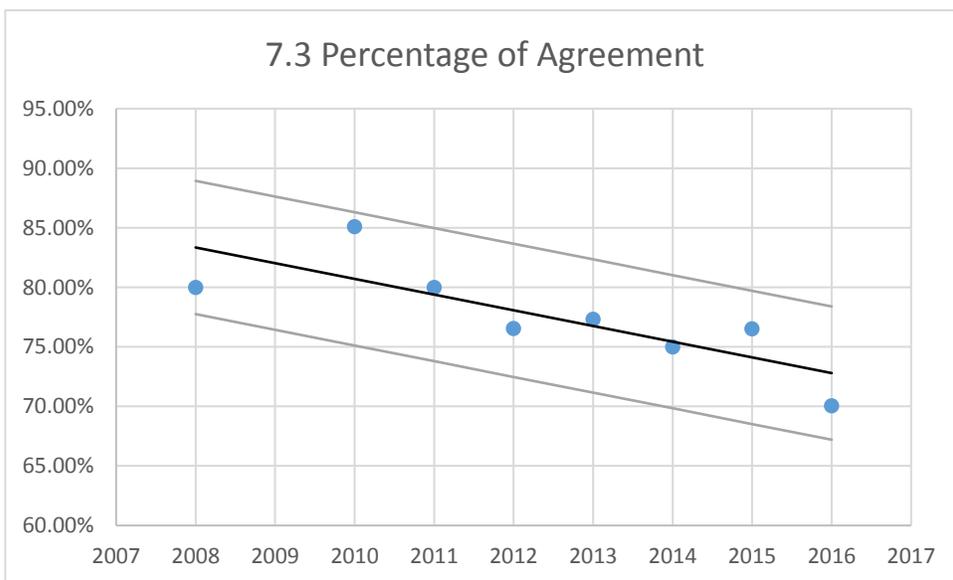
Trend  
p-value

0.022479

7.3 I understand the promotion process.



Data point for year 2009 is identified as an outlier.

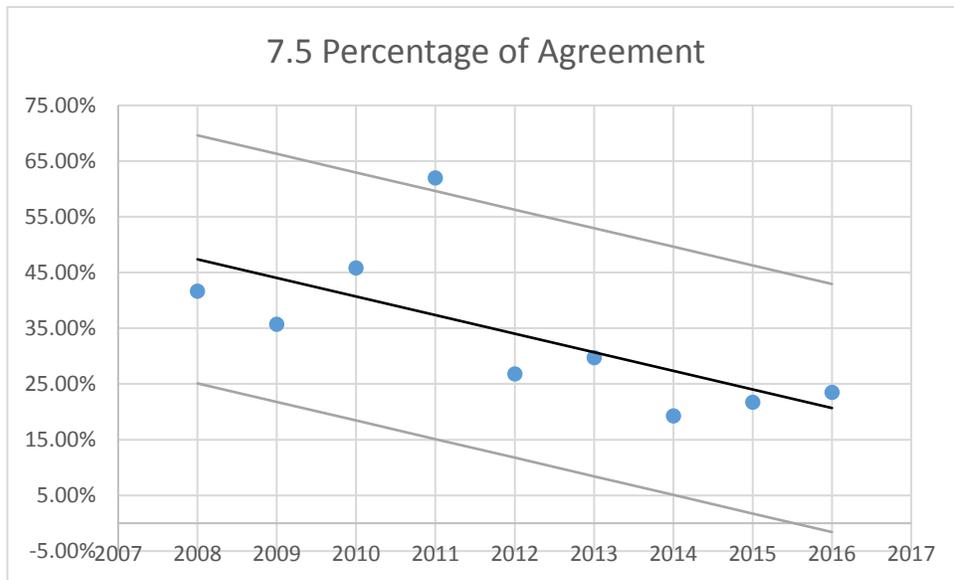


Trend

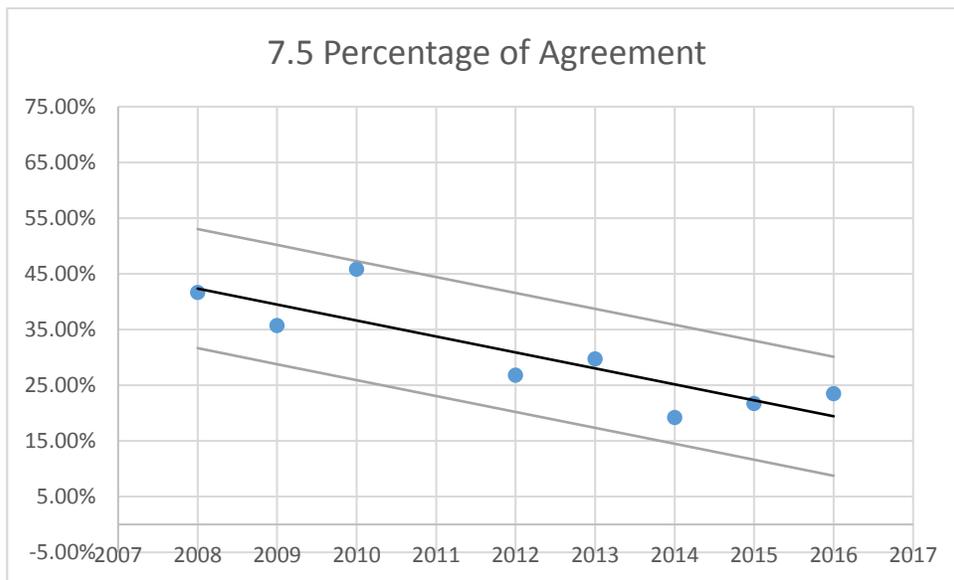
p-value

0.01582

7.5 The peer review of teaching (formerly committee of 12) process at MSU is effective.



Data point for year 2011 is identified as an outlier.



Trend  
p-value

0.00625

## Questions by Sex

Response scale scoring for Section 1: 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Sex		Significance
		Male	Female	M (45) v. F (71)
1.1	Opportunity for scholarly pursuits.	2.66	2.48	
1.2	Opportunity to implement new ideas.	2.69	2.70	
1.3	Teaching load	2.55	2.72	
1.4	Quality of students.	2.65	2.94	p<0.05
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.16	3.06	
1.6	Recruiting of students.	2.28	2.26	
1.7	Scholarship opportunities for students.	2.59	2.59	
1.8	Working conditions (hours, location, etc).	3.02	2.99	
1.9	Autonomy and Independence.	3.07	3.36	p<0.05
1.10	Professional relationships with other faculty.	3.23	3.04	
1.11	Social relationships with other faculty.	3.19	3.00	
1.12	Competence of colleagues.	2.88	3.07	
1.13	Relationship with administration.	2.67	2.78	
1.14	Job Security.	2.80	2.85	
1.15	Overall job satisfaction.	2.96	2.96	
Response scale scoring for Section 2: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Sex		Significance
		Male	Female	M (45) v. F (71)
2.1	MSU has clear long-range plans.	2.18	2.35	
2.2	MSU has strategies in place addressing campus sustainability.	2.37	2.43	
2.3	MSU provides an engaging campus atmosphere.	2.93	2.91	
2.4	At MSU grade inflation is a problem.	2.86	2.41	p<0.01
2.5	At MSU salaries and raises are equitable.	1.86	1.80	
2.6	At MSU the role of general education is to foster the broad repertoire of intellectual, social, and cultural skills needed to function in the world.	2.95	3.04	
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.59	2.62	
2.8	The MSU administration promotes scholarship.	2.44	2.63	
2.9	The MSU administration promotes academic excellence.	2.61	2.83	

**Questions by Sex**

Response scale scoring for Section 3: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Sex		Significance
		Male	Female	M (45) v. F (71)
3.1	MSU faculty promote academic excellence.	2.95	3.13	
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.45	2.38	
3.3	I am satisfied with the renovations made at MSU in the last year.	2.68	2.80	
3.4	I am actively seeking employment at other institutions/organizations.	2.27	2.06	
Response scale scoring for Section 4: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Sex		Significance
		Male	Female	M (45) v. F (71)
4.1	My specific department within my college.	3.33	3.16	
4.2	The Business Office.	2.98	2.98	
4.3	The Center for Extended Learning.	3.08	3.32	
4.4	Enrollment Services.	3.15	2.98	
4.5	Human Resources.	3.02	2.79	
4.6	Library.	3.22	3.38	
4.7	Plant Services.	3.18	3.15	
4.8	Registrar's Office.	3.47	3.39	
4.9	Student Development Center.	3.09	3.07	
4.10	Marketing Office.	2.81	2.87	
4.11	Public Information Office.	3.00	3.17	
4.12	Financial Aid Office.	3.17	3.23	
4.13	Payroll Office.	3.24	3.24	
4.14	Bookstore.	3.20	3.25	
4.15	President's Office.	3.08	3.07	
4.16	Vice President of Academic Affairs Office.	2.82	2.68	
4.17	Vice President of Student Affairs Office.	3.03	2.76	
4.18	Security/Police Services.	3.24	3.23	
4.19	Information Technology Center. (ITC)	3.32	3.43	

**Questions by Sex**

Response scale scoring for Section 5: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Sex		Significance
		Male	Female	M (45) v. F (71)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.77	2.82	
5.2	The Faculty Senate's role at MSU is clear.	2.67	2.87	
5.3	I am aware of Faculty Senate activities.	2.76	2.77	
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.72	2.74	
5.5	The administration takes Faculty Senate decisions seriously.	2.46	2.72	
Response scale scoring for Sections 6 & 7: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Sex		Significance
		Male	Female	M (45) v. F (71)
6.1	I understand the curriculum development process.	2.86	3.17	p<0.05
6.2	The curriculum development process at MSU is effective.	2.76	3.02	
7.1	I understand the tenure process.	3.02	3.15	
7.2	The tenure process at MSU is effective.	2.86	2.83	
7.3	I understand the promotion process.	3.08	3.00	
7.4	The promotion process at MSU is effective.	2.83	2.54	p<0.05
7.5	The peer review of teaching (formerly committee of 12) process at MSU is effective.	1.97	2.02	

## Questions by Rank

Response scale scoring for Section 1: 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
1.1	Opportunity for scholarly pursuits.	2.86	2.29	2.36	2.75	p<0.05	p<0.05			p<0.05	p<0.05
1.2	Opportunity to implement new ideas.	2.67	2.42	2.69	2.61						
1.3	Teaching load	2.60	2.17	2.66	2.79				p<0.01	p<0.01	
1.4	Quality of students.	2.71	2.71	2.78	2.85						
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.05	3.00	3.24	2.89						p<0.01
1.6	Recruiting of students.	1.90	2.00	2.27	2.42			p<0.05		p<0.05	
1.7	Scholarship opportunities for students.	2.67	2.09	2.79	2.66	p<0.05			p<0.01	p<0.05	
1.8	Working conditions (hours, location, etc).	3.00	2.79	3.02	3.08						
1.9	Autonomy and Independence.	3.24	2.88	3.19	3.31					p<0.01	
1.10	Professional relationships with other faculty.	3.14	2.88	3.15	3.00						
1.11	Social relationships with other faculty.	3.30	2.91	3.10	2.97	p<0.05					
1.12	Competence of colleagues.	2.86	2.75	2.98	3.05						
1.13	Relationship with administration.	2.52	2.50	2.64	2.89					p<0.05	
1.14	Job Security.	3.20	2.83	2.78	2.45		p<0.05	p<0.001			
1.15	Overall job satisfaction.	2.95	2.57	2.81	3.08	p<0.05				p<0.01	

### Questions by Rank

Response scale scoring for Section 2: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
2.1	MSU has clear long-range plans.	2.05	1.96	2.20	2.50			p<0.05		p<0.01	p<0.05
2.2	MSU has strategies in place addressing campus sustainability.	2.14	2.21	2.28	2.53					p<0.05	
2.3	MSU provides an engaging campus atmosphere.	2.76	2.63	2.90	2.97					p<0.05	
2.4	At MSU grade inflation is a problem.	3.19	2.52	2.69	2.27	p<0.01	p<0.05	p<0.001			p<0.05
2.5	At MSU salaries and raises are equitable.	2.19	1.50	1.60	1.85	p<0.01	p<0.05			p<0.05	
2.6	At MSU the role of general education is to foster the broad repertoire of intellectual, social, and cultural skills needed to function in the world.	2.90	2.83	2.98	3.00						
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.52	2.35	2.46	2.71					p<0.05	
2.8	The MSU administration promotes scholarship.	2.33	2.33	2.51	2.75					p<0.05	
2.9	The MSU administration promotes academic excellence.	2.57	2.46	2.73	2.86					p<0.05	

**Questions by Rank**

Response scale scoring for Sections 3: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
3.1	MSU faculty promote academic excellence.	2.95	2.96	2.95	3.23						p<0.05
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.45	2.21	2.27	2.47						
3.3	I am satisfied with the renovations made at MSU in the last year.	2.50	2.53	2.60	2.94			p<0.05		p<0.05	p<0.05
3.4	I am actively seeking employment at other institutions/organizations.	1.80	2.33	2.30	2.21		p<0.05				
Response scale scoring for Section 4: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
4.1	My specific department within my college.	3.14	2.92	3.31	3.24				p<0.05		
4.2	The Business Office.	2.85	2.70	2.89	3.21					p<0.01	p<0.05
4.3	The Center for Extended Learning.	3.06	3.18	3.16	3.29						
4.4	Enrollment Services.	2.79	2.95	3.00	3.10						
4.5	Human Resources.	2.62	2.59	2.79	3.21			p<0.01		p<0.01	p<0.05
4.6	Library.	3.38	3.26	3.32	3.36						
4.7	Plant Services.	3.10	2.95	3.14	3.31					p<0.05	
4.8	Registrar's Office.	3.45	3.43	3.32	3.37						
4.9	Student Development Center.	2.88	2.95	3.09	3.10						
4.10	Marketing Office.	2.53	2.58	2.87	3.03					p<0.05	
4.11	Public Information Office.	3.15	3.29	2.87	3.13				p<0.05		
4.12	Financial Aid Office.	3.19	3.18	3.04	3.30						

**Questions by Rank**

4.13	Payroll Office.	3.20	3.18	3.21	3.27						
4.14	Bookstore.	3.29	3.13	3.16	3.30						
4.15	President's Office.	2.94	2.91	3.00	3.13						
4.16	Vice President of Academic Affairs Office.	2.80	2.41	2.61	2.94					p<0.05	
4.17	Vice President of Student Affairs Office.	2.69	2.60	2.63	3.03					p<0.05	p<0.05
4.18	Security/Police Services.	3.29	3.09	3.15	3.25						
4.19	Information Technology Center. (ITC)	3.42	3.29	3.43	3.38						
Response scale scoring for Section 5: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.67	2.43	2.76	3.00					p<0.05	p<0.01
5.2	The Faculty Senate's role at MSU is clear.	2.86	2.43	2.79	2.91	p<0.05				p<0.05	p<0.05
5.3	I am aware of Faculty Senate activities.	3.00	2.39	2.88	2.65	p<0.05				p<0.05	
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.71	2.46	2.80	2.81						
5.5	The administration takes Faculty Senate decisions seriously.	2.47	2.47	2.59	2.72						

**Questions by Rank**

Response scale scoring for Sections 6 & 7: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Rank				Significance					
		Professor	Assoc	Assist	Instruct	Prof (21) v. Assoc (24)	Prof (21) v. Assist (42)	Prof (21) v. Instruct (40)	Assoc (24) v. Assist (42)	Assoc (24) v. Instruct (40)	Assist (42) v. Instruct (40)
6.1	I understand the curriculum development process.	3.19	3.17	2.95	3.00						
6.2	The curriculum development process at MSU is effective.	3.10	2.96	2.74	2.70						
7.1	I understand the tenure process.	3.62	3.26	2.95	2.86	p<0.05	p<0.001	p<0.001		p<0.05	
7.2	The tenure process at MSU is effective.	3.29	3.10	2.66	2.50		p<0.001	p<0.001	p<0.01	p<0.01	
7.3	I understand the promotion process.	3.60	3.00	2.93	2.81	p<0.01	p<0.001	p<0.001			
7.4	The promotion process at MSU is effective.	3.00	2.80	2.54	2.52		p<0.05	p<0.05			
7.5	The peer review of teaching (formerly committee of 12) process at MSU is effective.	1.88	1.71	1.75	2.60			p<0.05		p<0.001	p<0.001

## Questions by Highest Degree

Response scale scoring for Section 1: 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
1.1	Opportunity for scholarly pursuits.	2.37	2.72	p<0.05
1.2	Opportunity to implement new ideas.	2.49	2.69	
1.3	Teaching load	2.38	2.93	p<0.001
1.4	Quality of students.	2.73	2.85	
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.05	3.02	
1.6	Recruiting of students.	2.13	2.28	
1.7	Scholarship opportunities for students.	2.53	2.80	
1.8	Working conditions (hours, location, etc).	2.92	3.10	
1.9	Autonomy and Independence.	3.08	3.29	
1.10	Professional relationships with other faculty.	3.07	2.94	
1.11	Social relationships with other faculty.	3.07	2.91	
1.12	Competence of colleagues.	2.90	2.89	
1.13	Relationship with administration.	2.61	2.77	
1.14	Job Security.	2.87	2.66	
1.15	Overall job satisfaction.	2.73	3.06	p<0.01
Response scale scoring for Section 2: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
2.1	MSU has clear long-range plans.	2.04	2.47	p<0.01
2.2	MSU has strategies in place addressing campus sustainability.	2.11	2.64	p<0.001
2.3	MSU provides an engaging campus atmosphere.	2.74	3.00	p<0.05
2.4	At MSU grade inflation is a problem.	2.81	2.33	p<0.01
2.5	At MSU salaries and raises are equitable.	1.68	1.89	
2.6	At MSU the role of general education is to foster the broad repertoire of intellectual, social, and cultural skills needed to function in the world.	2.92	2.98	
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.44	2.67	
2.8	The MSU administration promotes scholarship.	2.35	2.74	p<0.05
2.9	The MSU administration promotes academic excellence.	2.59	2.78	

### Questions by Highest Degree

Response scale scoring for Section 3: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
3.1	MSU faculty promote academic excellence.	2.96	3.12	
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.28	2.47	
3.3	I am satisfied with the renovations made at MSU in the last year.	2.51	2.93	p<0.01
3.4	I am actively seeking employment at other institutions/organizations.	2.33	1.98	p<0.05
Response scale scoring for Section 4: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
4.1	My specific department within my college.	3.12	3.17	
4.2	The Business Office.	2.86	3.05	
4.3	The Center for Extended Learning.	3.09	3.49	p<0.01
4.4	Enrollment Services.	2.94	3.16	
4.5	Human Resources.	2.69	3.12	p<0.01
4.6	Library.	3.34	3.35	
4.7	Plant Services.	3.09	3.29	
4.8	Registrar's Office.	3.41	3.39	
4.9	Student Development Center.	2.90	3.31	p<0.01
4.10	Marketing Office.	2.60	3.16	p<0.01
4.11	Public Information Office.	3.11	3.17	
4.12	Financial Aid Office.	3.10	3.33	
4.13	Payroll Office.	3.22	3.27	
4.14	Bookstore.	3.19	3.32	
4.15	President's Office.	2.92	3.21	p<0.05
4.16	Vice President of Academic Affairs Office.	2.63	2.88	
4.17	Vice President of Student Affairs Office.	2.66	2.97	
4.18	Security/Police Services.	3.14	3.30	
4.19	Information Technology Center. (ITC)	3.39	3.40	

### Questions by Highest Degree

Response scale scoring for Section 5: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.59	3.00	p<0.01
5.2	The Faculty Senate's role at MSU is clear.	2.61	3.02	p<0.01
5.3	I am aware of Faculty Senate activities.	2.69	2.84	
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.63	2.86	
5.5	The administration takes Faculty Senate decisions seriously.	2.49	2.85	p<0.05
Response scale scoring for Sections 6 & 7: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Highest Degree		Significance
		PhD	Masters	PhD (74) v. Masters (50)
6.1	I understand the curriculum development process.	3.06	3.02	
6.2	The curriculum development process at MSU is effective.	2.88	2.83	
7.1	I understand the tenure process.	3.17	3.00	
7.2	The tenure process at MSU is effective.	2.95	2.62	p<0.05
7.3	I understand the promotion process.	3.06	3.00	
7.4	The promotion process at MSU is effective.	2.75	2.57	
7.5	The peer review of teaching (formerly committee of 12) process at MSU is effective.	1.75	2.18	p<0.05

## Questions by Full Time vs. Part Time

Response scale scoring for Section 1: 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
1.1	Opportunity for scholarly pursuits.	2.49	2.67	
1.2	Opportunity to implement new ideas.	2.60	2.63	
1.3	Teaching load	2.53	2.90	p<0.05
1.4	Quality of students.	2.74	2.92	
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.10	2.88	
1.6	Recruiting of students.	2.19	2.28	
1.7	Scholarship opportunities for students.	2.69	2.18	p<0.01
1.8	Working conditions (hours, location, etc).	2.98	2.91	
1.9	Autonomy and Independence.	3.18	3.08	
1.10	Professional relationships with other faculty.	3.08	2.83	
1.11	Social relationships with other faculty.	3.11	2.65	p<0.05
1.12	Competence of colleagues.	2.91	2.96	
1.13	Relationship with administration.	2.64	2.87	
1.14	Job Security.	2.80	2.44	
1.15	Overall job satisfaction.	2.80	3.12	p<0.05
Response scale scoring for Section 2: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
2.1	MSU has clear long-range plans.	2.24	2.30	
2.2	MSU has strategies in place addressing campus sustainability.	2.32	2.40	
2.3	MSU provides an engaging campus atmosphere.	2.86	2.90	
2.4	At MSU grade inflation is a problem.	2.70	2.29	p<0.05
2.5	At MSU salaries and raises are equitable.	1.71	2.00	
2.6	At MSU the role of general education is to foster the broad repertoire of intellectual, social, and cultural skills needed to function in the world.	2.96	2.96	
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.54	2.60	
2.8	The MSU administration promotes scholarship.	2.50	2.61	
2.9	The MSU administration promotes academic excellence.	2.67	2.86	

### Questions by Full Time vs. Part Time

Response scale scoring for Section 3: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
3.1	MSU faculty promote academic excellence.	3.02	3.16	
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.33	2.47	
3.3	I am satisfied with the renovations made at MSU in the last year.	2.64	2.95	
3.4	I am actively seeking employment at other institutions/organizations.	2.20	2.14	
Response scale scoring for Section 4: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
4.1	My specific department within my college.	3.15	3.17	
4.2	The Business Office.	2.91	3.06	
4.3	The Center for Extended Learning.	3.18	3.29	
4.4	Enrollment Services.	2.96	3.27	p<0.05
4.5	Human Resources.	2.81	3.10	
4.6	Library.	3.35	3.35	
4.7	Plant Services.	3.14	3.25	
4.8	Registrar's Office.	3.40	3.26	
4.9	Student Development Center.	3.02	3.19	
4.10	Marketing Office.	2.82	2.80	
4.11	Public Information Office.	3.09	3.12	
4.12	Financial Aid Office.	3.16	3.27	
4.13	Payroll Office.	3.25	3.14	
4.14	Bookstore.	3.25	3.09	
4.15	President's Office.	2.99	3.17	
4.16	Vice President of Academic Affairs Office.	2.66	3.06	p<0.05
4.17	Vice President of Student Affairs Office.	2.75	3.00	
4.18	Security/Police Services.	3.16	3.36	
4.19	Information Technology Center. (ITC)	3.38	3.40	

**Questions by Full Time vs. Part Time**

Response scale scoring for Section 5: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.77	2.81	
5.2	The Faculty Senate's role at MSU is clear.	2.80	2.58	
5.3	I am aware of Faculty Senate activities.	2.79	2.40	p<0.05
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.76	2.47	
5.5	The administration takes Faculty Senate decisions seriously.	2.62	2.56	
Response scale scoring for Sections 6 & 7: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Full vs. Part Time		Significance
		FT	PT	FT (106) v. PT (26)
6.1	I understand the curriculum development process.	3.09	2.81	
6.2	The curriculum development process at MSU is effective.	2.93	2.39	p<0.05
7.1	I understand the tenure process.	3.16	2.65	p<0.01
7.2	The tenure process at MSU is effective.	2.88	2.31	p<0.05
7.3	I understand the promotion process.	3.07	2.57	p<0.01
7.4	The promotion process at MSU is effective.	2.71	2.31	
7.5	The peer review of teaching (formerly committee of 12) process at MSU is effective.	1.94	2.20	

## Questions by "Do you teach online?"

Response scale scoring for Section 1: 4 – Very Satisfied 3 – Satisfied 2 – Marginally Satisfied 1 – Not at all Satisfied		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
1.1	Opportunity for scholarly pursuits.	2.58	2.49	
1.2	Opportunity to implement new ideas.	2.76	2.49	
1.3	Teaching load	2.55	2.63	
1.4	Quality of students.	2.90	2.71	
1.5	Opportunity to interact with students outside of scheduled classes and advising.	3.06	3.05	
1.6	Recruiting of students.	2.27	2.15	
1.7	Scholarship opportunities for students.	2.57	2.64	
1.8	Working conditions (hours, location, etc).	3.19	2.84	p<0.05
1.9	Autonomy and Independence.	3.27	3.09	
1.10	Professional relationships with other faculty.	3.00	3.04	
1.11	Social relationships with other faculty.	3.00	3.04	
1.12	Competence of colleagues.	2.96	2.92	
1.13	Relationship with administration.	2.84	2.58	p<0.05
1.14	Job Security.	2.89	2.70	
1.15	Overall job satisfaction.	3.02	2.78	p<0.05
Response scale scoring for Section 2: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
2.1	MSU has clear long-range plans.	2.28	2.21	
2.2	MSU has strategies in place addressing campus sustainability.	2.33	2.36	
2.3	MSU provides an engaging campus atmosphere.	2.94	2.79	
2.4	At MSU grade inflation is a problem.	2.56	2.68	
2.5	At MSU salaries and raises are equitable.	1.88	1.68	
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.	3.00	2.92	
2.7	The MSU administration effectively works with the faculty to achieve common goals.	2.76	2.41	p<0.05
2.8	The MSU administration promotes scholarship.	2.59	2.47	
2.9	The MSU administration promotes academic excellence.	2.81	2.62	

**Questions by "Do you teach online?"**

Response scale scoring for Section 3: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
3.1	MSU faculty promote academic excellence.	3.06	3.04	
3.2	I have a feeling of ownership and control when it comes to the future direction of MSU.	2.51	2.26	p<0.05
3.3	I am satisfied with the renovations made at MSU in the last year.	2.70	2.68	
3.4	I am actively seeking employment at other institutions/organizations.	2.26	2.16	
Response scale scoring for Section 4: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
4.1	My specific department within my college.	3.18	3.12	
4.2	The Business Office.	2.96	2.91	
4.3	The Center for Extended Learning.	3.37	3.10	p<0.05
4.4	Enrollment Services.	3.09	2.94	
4.5	Human Resources.	2.90	2.80	
4.6	Library.	3.40	3.26	
4.7	Plant Services.	3.21	3.12	
4.8	Registrar's Office.	3.40	3.36	
4.9	Student Development Center.	3.23	2.93	p<0.05
4.10	Marketing Office.	2.90	2.73	
4.11	Public Information Office.	3.33	2.92	p<0.01
4.12	Financial Aid Office.	3.29	3.10	
4.13	Payroll Office.	3.23	3.23	
4.14	Bookstore.	3.33	3.14	
4.15	President's Office.	3.16	2.95	
4.16	Vice President of Academic Affairs Office.	2.91	2.60	p<0.05
4.17	Vice President of Student Affairs Office.	2.79	2.78	
4.18	Security/Police Services.	3.31	3.13	
4.19	Information Technology Center. (ITC)	3.52	3.27	p<0.05

**Questions by "Do you teach online?"**

Response scale scoring for Section 5: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
5.1	I am satisfied with the overall effectiveness of faculty governance at MSU.	2.80	2.75	
5.2	The Faculty Senate's role at MSU is clear.	2.91	2.66	p<0.05
5.3	I am aware of Faculty Senate activities.	2.87	2.64	
5.4	Faculty senators report and solicit information from colleagues in their respective area.	2.78	2.69	
5.5	The administration takes Faculty Senate decisions seriously.	2.76	2.53	
Response scale scoring for Sections 6 & 7: 4 – Strongly Agree 3 – Tend to Agree 2 – Tend to Disagree 1 – Strongly Disagree		Teach online?		Significance
		Yes	No	Yes (51) v. No (78)
6.1	I understand the curriculum development process.	3.06	3.01	
6.2	The curriculum development process at MSU is effective.	2.79	2.94	
7.1	I understand the tenure process.	3.20	3.04	
7.2	The tenure process at MSU is effective.	2.98	2.73	
7.3	I understand the promotion process.	3.15	2.94	
7.4	The promotion process at MSU is effective.	2.69	2.62	
7.5	The peer review of teaching (formerly committee of 12) process at MSU is effective.	2.06	1.90	