Page	1
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Response scale scoring for Section 1 (reverse scored):			Full-Time
4 – Very Satisfied	Full-	Part-	(109)
3 – Satisfied	Time	Time	(105) V.
2 – Marginally Satisfied	(109)	(31)	v. Part-Time
1 – Not at all Satisfied	(105)	(31)	(31)
1.1 Opportunity for scholarly pursuits.	2.54	2.84	(31)
1.2 Opportunity to implement new ideas.	2.68		p<0.05
1.3 Teaching load	2.68	2.81	μ<0.05
1.4 Quality of students.	2.08		p<0.01
1.5 Opportunity to interact with students outside of scheduled classes and advising.	3.07	3.25	μ<0.01
	2.02		p<0.01
1.6 Recruiting of students.	2.02		
1.7 Scholarship opportunities for students.			p<0.05
1.8 Working conditions (hours, location, etc).	2.84		p<0.05
1.9 Autonomy and Independence.	3.03		p<0.05
1.10 Professional relationships with other faculty.	2.98		p<0.05
1.11 Social relationships with other faculty.	2.97	3.12	
1.12 Competence of colleagues.	2.88		p<0.05
1.13 Relationship with administration.	2.79		p<0.05
1.14 Job Security.	2.60	2.74	
1.15 Overall job satisfaction.	2.76	3.13	p<0.05
Response scale scoring for Section 2 (reverse scored):			Full-Time
4 – Strongly Agree	Full-	Part-	(109)
3 – Tend to Agree	Time	Time	٧.
2 – Tend to Disagree	(109)	(31)	Part-Time
1 – Strongly Disagree			(31)
2.1 MSU has clear long-range plans.	2.54	3.11	p<0.001
2.2 MSU has strategies in place addressing campus sustainability.	2.48	2.96	p<0.01
2.3 MSU provides an engaging campus atmosphere.	2.81	3.14	
2.4 At MSU grade inflation is a problem.	2.79	2.04	p<0.001
2.5 At MSU salaries and raises are equitable.	1.79	2.17	p<0.05
At MSU the role of general education is to foster the broad repertoire of intellectual, social,			
2.6 and cultural skills needed to function in the world.	2.81	3.15	p<0.05
2.7 The MSU administration effectively works with the faculty to achieve common goals.	2.63	3.04	p<0.05
2.8 The MSU administration promotes scholarship.	2.60		p<0.05
2.9 The MSU administration promotes academic excellence.	2.68		p<0.03
Response scale scoring for Section 3 (reverse scored):	2.00	5.12	Full-Time
4 – Strongly Agree	Full-	Part-	(109)
3 – Tend to Agree	Time	Time	(10 <i>3</i> ) V.
2 – Tend to Disagree	(109)	(31)	v. Part-Time
1 – Strongly Disagree	(109)	(31)	(31)
3.1 MSU faculty promote academic excellence.	2 0 Γ	2 2 5	(31) p<0.01
	2.85	3.25	h~0.01
3.2 I have a feeling of ownership and control when it comes to the future direction of MSU.	2.35	2.55	
3.3 I am satisfied with the renovations made at MSU in the last year.	2.57		p<0.05
3.4 I am actively seeking employment at other institutions/organizations.	2.05	2.33	

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4 - Strongly Agree   Full-   Part-   (109)     3 - Tend to bagree   (109)   (31)     4 - Strongly Disagree   3.28   3.37     4.1 My specific department within my college.   3.28   3.37     4.2 The Business Office.   3.03   3.17     4.3 The Center for Extended Learning.   3.28   3.30     4.4 Enrollment Services.   2.28   3.04     4.5 Human Resources.   2.83   3.04     4.6 LUbrary.   3.23   3.88     4.7 Plant Services.   3.09   3.06     4.8 Registrar's Office.   3.44   3.24     4.9 Student Development Center.   3.15   3.17     4.10 Marketing Office.   2.26   2.24     1.21 Financial Ald Office.   3.33   3.26     4.13 Pavioli Office.   3.33   3.20     4.14 Boostore.   3.34   3.34     1.51 President of Academic Affairs Office.   3.71   3.33     1.71 Vice President of Academic Affairs Office.   3.73   3.33     1.72 Plant Services.   3.28   3.66     1.21 President of Student Affairs Office.   3.71   3.33 </th <th>Response scale scoring for Section 4 (reverse scored):</th> <th><b></b></th> <th></th> <th>Full-Time</th>	Response scale scoring for Section 4 (reverse scored):	<b></b>		Full-Time
3 - Tend to Agree   Time   Time   Time   V.     2 - Tend to Disagree   (10)   (31)   All Part-Time   (31)     4.1   My specific department within my college.   3.28   3.37   (31)     4.2   The Business Office.   3.28   3.37   (31)     4.3   The Center for Extended Learning.   2.28   3.00   (31)     4.5   Human Resources.   2.83   3.04   (34)     4.6   Library.   3.38   (30)   (31)     4.6   Library.   3.34   (31)   (31)     4.10   Marketing Office.   3.44   3.33   (30)     4.12   Financial Aid Office.   3.30   3.00   (31)     4.13   Payroll Office.   3.33   3.26   (31)     4.14   Booktore.   3.33   3.26   (31)     4.12   Financial Aid Office.   3.33   3.20   (31)     4.12   Public Information Office.   3.33   3.20   (31)     4.13   Payroll Office.   3.33   3.20   (31)     4.		Eull	Dart	
2 - Tend to Disagree (109) [31) Part-Time (31) 1 - Strongly Disagree		-		
1 - Strongly Disagree     (31)       4.1 My specific department within my college.     3.28     3.37       4.2 The Business Office.     3.03     3.17       4.3 The Center for Extended Learning.     3.22     3.36       4.4 Enrollment Services.     2.89     3.00       4.5 Human Resources.     2.83     3.04       4.6 Library.     3.23     3.38       4.7 Plant Services.     3.04     3.04       4.8 Registrar's Office.     3.44     3.24       4.9 Student Development Center.     3.15     3.17       4.10 Marketing Office.     2.90     3.16       4.12 Financial Aid Office.     3.33     3.26       4.13 Payrol Office.     3.33     3.26       4.14 Bookstore.     3.33     3.20       4.15 President's Office.     3.33     3.20       4.16 Vice President of Student Alfairs Office.     3.21     3.33       4.20 Center for Engaged Teaching and Learning (CETL).     3.21     2.90       4.16 Join Fresident of Student Alfairs Office.     3.33     3.32       4.17 Vice President of Student Student (TC)     3.31	-		_	
4.1   My specific department within my college.   3.28   3.37     4.2   The Business Office.   3.03   3.17     4.3   The Centre for Extended learning.   3.22   3.36     4.4   Enrollment Services.   2.89   3.10     4.5   Human Resources.   2.83   3.04     4.6   Library.   3.23   3.38     4.7   Plant Services.   3.09   3.06     4.8   Registrar's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   3.30   3.00     4.12   Financial Aid Office.   3.33   3.26     4.13   Payroll Office.   3.33   3.20     4.14   Bookstore.   3.43   3.32     4.15   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Academic Affairs Office.   3.21   3.20     4.18   Bookstore.   3.28   3.20   2.77   3.00 <t< td=""><td>-</td><td>(109)</td><td>(31)</td><td></td></t<>	-	(109)	(31)	
4.2   The Business Office.   3.03   3.17     4.3   The Center for Extended Learning.   3.22   3.36     4.4   Enrollment Services.   2.83   3.04     4.5   Human Resources.   2.83   3.04     4.6   Library.   3.23   3.88     4.7   Plant Services.   3.09   3.66     4.8   Registrar's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   3.30   0.00     4.12   Financial Aid Office.   3.33   3.20     4.13   Payrol Office.   3.33   3.20     4.14   Bookstore.   3.43   3.32     4.15   President of Academic Affairs Office.   3.71   3.00     4.14   Vice President of Academic Affairs Office.   3.21   2.90     4.21   POWER Center   3.03   3.20   4.14     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90   4.21		2 70	2 27	(51)
4.3   The Center for Extended Learning.   3.22   3.36     4.4   Enrollment Services.   2.83   3.10     4.5   Human Resources.   2.83   3.04     4.6   Library.   3.23   3.38     4.7   Plant Services.   3.09   3.06     4.8   Registra's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.40   2.82     4.11   Public Information Office.   2.90   3.16     4.12   Financial Aid Office.   3.03   3.00     4.13   Payroll Office.   3.03   3.00     4.14   Bookstore.   3.43   3.38     4.15   President of Academic Affairs Office.   3.03   3.20     4.16   Vice President of Academic Affairs Office.   2.77   3.00     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.21   3.24     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   3.33				
4.4   Enrollment Services.   2.89   3.10     4.5   Human Resources.   2.83   3.04     4.6   Ubrary.   3.23   3.38     4.7   Plant Services.   3.09   3.06     4.8   Registra's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   2.90   3.16     4.12   financial Aid Office.   3.33   3.26     4.13   Payoll Office.   3.33   3.20     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.17     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale sco				
4.5   Human Resources.   2.83   3.04     4.6   Library.   3.23   3.38     7   Plant Services.   3.09   3.06     4.8   Registrar's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   2.90   3.16     4.12   Financial Aid Office.   3.30   3.00     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.01   3.01     4.16   Vice President of Academic Affairs Office.   3.01   3.01     4.17   Vice President of Student Affairs Office.   2.77   3.00     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     2 - Tend to Agree   Full-   Part-   (109)     3 - Tend to Agree   Center for Engaged Teaching and Learning (CETL).   2.83   3.00<				
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4.7   Plant Services.   3.09   3.06     4.8   Registrar's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   3.30   3.00     4.12   Financial Aid Office.   3.30   3.00     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.33   3.26     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.21   3.30     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.31   3.31     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.30     4.21   POWER Center   3.03   2.94     Full-frome Time   v.   Vice President of Academic Affairs Office.   3.03     3.10   Tent to Agree   Full- Time <td< td=""><td></td><td></td><td></td><td></td></td<>				
4.8   Registrar's Office.   3.44   3.24     4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.46   2.82     4.11   Public Information Office.   2.90   3.16     4.12   Financial Aid Office.   3.30   3.00     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President of Academic Affairs Office.   3.01   3.00     4.16   Vice President of Student Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.13     4.10   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   3.20     7   Full-frime   Ime   Vice     4.31   Part-for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   3.24   Port-fore Signer   Full-Time     5.1   Frault				
4.9   Student Development Center.   3.15   3.17     4.10   Marketing Office.   2.60   2.32     4.11   Public Information Office.   3.30   3.00     4.12   Financial Aid Office.   3.33   3.26     4.13   Payroll Office.   3.33   3.26     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.03   3.20     4.15   President's Office.   3.31   3.17     4.15   President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.37     4.17   Vice President of Student Affairs Office.   3.31   3.37     4.19   Ioromation Technology Center. (ITC)   3.31   3.33     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94   Full- Part-     8esponse scale scoring for Section 5 (reverse scored):   4   Full- Part-   (109)     3.1   an advare of Faculty Senate activities.   2.90   2.68   3.00 <tr< td=""><td></td><td></td><td></td><td></td></tr<>				
4.10   Marketing Office.   2.46   2.82     4.11   Funancial Aid Office.   3.30   3.00     4.12   Financial Aid Office.   3.30   3.30     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.01   3.320     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.21   3.00     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWRE Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full- Time   V     4 - Strongly Agree   Full.   Part- (109)   (31)     5.1   Ine administration takes Faculty Senate activities.   2.90   2.83   3.00     5.2   The administration takes Faculty Senate decisions seriously.   2.86   2.78   2.80				
4.11   Public Information Office.   2.90   3.16     4.12   Financial Aid Office.   3.30   3.00     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.03   3.20     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Academic Affairs Office.   3.31   3.17     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full-   Full-     4 - Strongly Agree   Time   Time   (109)     3 - Tend to Agree   Time   (31)   Part-Time     5.1   Iam satisfied with the overall effectiveness of faculty governance at MSU.   2.83   2.90     5.2   The faculty Senate's role at MSU is clear.   2.80   2.61     5.4				
4.12   Financial Ald Office.   3.30   3.00     4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.01   3.20     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.43     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full-   Full-     4 - Strongly Disagree   (109)   (31)   Part-Time   v.     5.2   The Faculty Senate activities.   2.90   2.68   1     5.4   Faculty senators report and solicit information from colleagues in their respective area.   2.70   2.61     5.5   The administration takes Facul				
4.13   Payroll Office.   3.33   3.26     4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.31   3.17     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   3.31   3.17     4.19   Vice President of Student Affairs Office.   3.21   3.00     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full-   Part.     4 - Strongly Agree   Full-   Part.   (109)     3 - Tend to Agree   (109)   (31)   Part-Time     - Strongly Disagree   2.83   3.00   2.90     5.2   The Faculty Senate activities.   2.90   2.66     5.4   Faculty Senate activities.   2.90   2.68     5.4   Faculty senators report and solicit information from colleagues in their respective area.   2.70   2.61				
4.14   Bookstore.   3.43   3.38     4.15   President's Office.   3.03   3.20     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   2.77   3.00     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full- Time   fill     4 - Strongly Agree   Full   Part-   (109)     3 - Tend to Disagree   (109)   (31)   Part-Time     - Strongly Disagree   2.83   3.00     5.1   Iam aware of Faculty Senate activities.   2.90   2.68     5.4   Faculty senators report and solicit information from colleagues in their respective area.   2.70   2.61     5.5   The administration takes Faculty Senate decisions seriously.   2.86   2.78   Full- Part-     9 Tend to Disagree   (109)   (3				
4.15   President's Office.   3.03   3.20     4.16   Vice President of Academic Affairs Office.   3.31   3.17     4.17   Vice President of Student Affairs Office.   2.77   3.00     4.18   Security/Police Services.   3.28   3.06     4.19   Information Technology Center. (ITC)   3.31   3.43     4.20   Center for Engaged Teaching and Learning (CETL).   3.21   2.90     4.21   POWER Center   3.03   2.94     Response scale scoring for Section 5 (reverse scored):   Full-   Part-     4 - Strongly Agree   Full-   Part-   (109)     3 - Tend to Agree   Time   Time   (31)     2 - Tend to Disagree   (31)   Part-Time   (31)     5 - The aculty Senate's role at MSU is clear.   2.83   2.90   2.68     5 - A   Faculty senators report and solicit information from colleagues in their respective area.   2.70   2.61     5 - The administration takes Faculty Senate decisions seriously.   2.86   2.78   Full-     7 - Tend to Disagree   (109)   (31)   Part-Time   (109)     5 - The administratio				
4.16Vice President of Academic Affairs Office.3.313.174.17Vice President of Student Affairs Office.2.773.004.18Security/Police Services.3.283.064.19Information Technology Center. (ITC)3.313.434.20Center for Engaged Teaching and Learning (CETL).3.212.904.21POWER Center3.032.94Response scale scoring for Section 5 (reverse scored):Full-Part-4- Strongly AgreeFull-Part-1or Face(109)(31)3- Tend to Agree(109)(31)5.1I am satisfied with the overall effectiveness of faculty governance at MSU.2.833.005.2The Faculty Senate's role at MSU is clear.2.902.685.4Faculty senators report and solicit information from colleagues in their respective area.2.702.615.5The administration takes Faculty Senate decisions seriously.2.862.78Full-7.5Trend to AgreeTimeTimeTime(31)5.1I am aware of Faculty Senate decisions seriously.2.862.782.1095.4Faculty senators report and solicit information from colleagues in their respective area.2.702.615.5The administration takes Faculty Senate decisions seriously.2.862.78Response scale scoring for Section 6 & 7 (reverse scored):ImaImaIma4 - Strongly AgreeTimeTime(31)5.1I				
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7.1   I understand the tenure process.   3.23   2.63   p<0.01	6.1 I understand the curriculum development process.	2.98	2.92	
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7.2   The tenure process at MSU is effective.   2.88   2.71     7.3   I understand the promotion process.   3.16   2.67   p<0.05	7.1 I understand the tenure process.	3.23	2.63	p<0.01
7.3I understand the promotion process.3.162.67p<0.05		2.88	2.71	
		3.16	2.67	p<0.05
	7.4 The promotion process at MSU is effective.	2.70	2.43	