
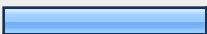







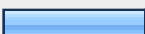




22nd Faculty Survey, 2010: I. University Leadership & Professional Development

1. Please select your college			Response Percent	Response Count
Allied Health Professions			7.4%	35
Arts and Sciences			31.2%	148
Athletics			0.6%	3
Mitchell College of Business			5.9%	28
Computer & Information Sciences			2.3%	11
Continuing Education & Special Programs			4.6%	22
Education			9.1%	43
Engineering			4.6%	22
Library			4.6%	22
Medicine			21.5%	102
Nursing			6.9%	33
No comment			1.3%	6
		<i>answered question</i>		475
		<i>skipped question</i>		0

2. Please click the option that best indicates your opinion of the effectiveness of the following USA personnel.

	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
University President (Moulton)	5.1% (21)	7.0% (29)	19.4% (80)	34.2% (141)	28.2% (116)	6.1% (25)	3.78	412
Senior Vice-President for Academic Affairs (Johnson)	2.7% (11)	5.4% (22)	18.3% (75)	25.6% (105)	20.2% (83)	27.8% (114)	3.77	410
Vice-President for Health Sciences (Franks)	2.7% (11)	7.1% (29)	11.3% (46)	18.9% (77)	12.0% (49)	48.0% (196)	3.58	408
Vice-President for Research (Lea)	3.7% (15)	6.1% (25)	13.5% (55)	20.1% (82)	15.0% (61)	41.7% (170)	3.63	408
	<i>answered question</i>							413
	<i>skipped question</i>							62

3. Please click the option that best indicates your opinion about how highly you rate the overall university leadership (President & Vice Presidents)								
	Very Poor		Average		Excellent	No opinion	Rating Average	Response Count
Articulates a clear and compelling vision for the university	5.4% (22)	8.8% (36)	23.9% (98)	33.2% (136)	23.7% (97)	5.1% (21)	3.64	410
Honors promises and commitments	6.1% (25)	9.3% (38)	24.1% (99)	27.3% (112)	21.7% (89)	11.5% (47)	3.56	410
Is professional in relations with faculty	3.9% (16)	7.6% (31)	20.0% (82)	29.8% (122)	31.1% (127)	7.6% (31)	3.83	409
Fairly and consistently enacts university policy	3.7% (15)	8.8% (36)	25.9% (106)	28.4% (116)	20.5% (84)	12.7% (52)	3.61	409
Informs faculty of developments critical to mission of university	4.9% (20)	13.2% (54)	23.5% (96)	26.9% (110)	25.4% (104)	6.1% (25)	3.58	409
Incorporates faculty input into decisions concerning matters vital to the mission of the university	13.5% (55)	19.7% (80)	25.8% (105)	20.1% (82)	9.1% (37)	11.8% (48)	2.91	407
Dedicates appropriate resources to fulfillment of university mission	10.5% (43)	18.0% (74)	27.1% (111)	21.2% (87)	14.9% (61)	8.3% (34)	3.13	410
Responds to crisis with appropriate measures	6.4% (26)	10.3% (42)	28.3% (115)	24.6% (100)	20.6% (84)	9.8% (40)	3.47	407
	answered question							410
	skipped question							65






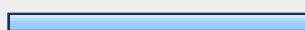
4. Any comments regarding the President or Vice-presidents?		
		Response Count
		77
	answered question	77
	skipped question	398

5. Please click the option that best indicates your opinion about how highly you rate your own college dean.								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Articulates a clear and compelling vision	9.3% (37)	12.8% (51)	24.3% (97)	23.8% (95)	19.8% (79)	10.3% (41)	3.36	400
Honors promises and commitments	10.6% (42)	10.3% (41)	22.9% (91)	19.8% (79)	23.6% (94)	12.8% (51)	3.41	398
Is professional in evaluating the performance of co-workers	8.3% (33)	9.5% (38)	19.3% (77)	18.8% (75)	20.1% (80)	24.1% (96)	3.43	399
Informs faculty of developments critical to accomplishment of the mission of the unit	9.5% (38)	13.8% (55)	23.1% (92)	20.6% (82)	22.3% (89)	10.8% (43)	3.36	399
Conveys administrative expectations in a clear manner	9.3% (37)	13.5% (54)	24.1% (96)	21.3% (85)	18.5% (74)	13.3% (53)	3.30	399
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	17.3% (69)	17.3% (69)	19.8% (79)	16.5% (66)	15.5% (62)	13.5% (54)	2.95	399
Implements new initiatives which are logical extensions of existing programs	13.0% (52)	12.8% (51)	21.8% (87)	17.5% (70)	18.5% (74)	16.3% (65)	3.19	399
Dedicates appropriate resources to assure success of an assignment	12.1% (48)	14.9% (59)	22.7% (90)	19.1% (76)	19.1% (76)	12.1% (48)	3.21	397
	answered question							400
	skipped question							75

6. Any comments regarding your dean?		
		Response Count
		92
	answered question	92
	skipped question	383

7. Please click the option that best indicates your opinion of the ability of the University to facilitate:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Federal funding for research and development	5.4% (21)	9.1% (35)	28.5% (110)	24.6% (95)	12.7% (49)	19.7% (76)	3.37	386
Federal funding for new and existing training grants	5.7% (22)	9.6% (37)	26.8% (103)	21.0% (81)	12.7% (49)	24.2% (93)	3.34	385
Private and foundation funding for research and development	7.3% (28)	14.8% (57)	26.7% (103)	20.5% (79)	9.1% (35)	21.8% (84)	3.12	386
	answered question							386
	skipped question							89


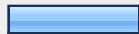
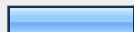
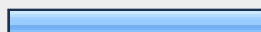
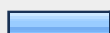

8. Please click the option that best indicates your opinion about how you rate the effectiveness of the Office of Sponsored Programs in support of:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Acquisition of extramural dollars for research and teaching infrastructure	4.1% (16)	10.9% (42)	24.0% (93)	14.7% (57)	7.8% (30)	38.5% (149)	3.18	387
Identification of relevant extramural funding opportunities in support of your personal research	6.7% (26)	12.4% (48)	19.7% (76)	13.2% (51)	9.6% (37)	38.3% (148)	3.11	386
Significant facilitation of writing grants and/or contracts for your personal research	9.2% (35)	9.9% (38)	20.7% (79)	13.1% (50)	9.9% (38)	37.2% (142)	3.08	382
	answered question							387
	skipped question							88



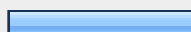
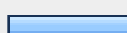

9. How satisfied are you with the assistance the Research Office provides in closing-out research projects?			
		Response Percent	Response Count
Very dissatisfied		1.5%	6
Dissatisfied		7.5%	29
Neutral		18.6%	72
Satisfied		17.3%	67
Very satisfied		9.3%	36
No opinion		45.9%	178
		<i>answered question</i>	388
		<i>skipped question</i>	87

10. Any comments on Section III?			
		Response Count	
		34	
		<i>answered question</i>	34
		<i>skipped question</i>	441

11. How would you rate the importance of teaching performance to you and your career development?				
			Response Percent	Response Count
Of no importance		0.8%	3	
Of little importance		3.9%	15	
Of medium importance		8.5%	33	
Somewhat important		15.2%	59	
Very important		70.2%	273	
No opinion		1.5%	6	
			<i>answered question</i>	389
			<i>skipped question</i>	86

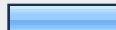
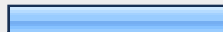
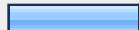
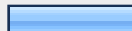


12. How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement?				
			Response Percent	Response Count
Way too little		6.5%	25	
Too little		36.3%	140	
Just right		41.2%	159	
Too much		4.7%	18	
Excessive		3.9%	15	
No opinion		7.5%	29	
			<i>answered question</i>	386
			<i>skipped question</i>	89







13. Are you provided with adequate and appropriate resources to teach effectively at USA?				
			Response Percent	Response Count
Very inadequate			4.6%	18
Inadequate			19.7%	77
Neutral			19.0%	74
Adequate			39.0%	152
Better than adequate			15.1%	59
No opinion			2.6%	10
			<i>answered question</i>	390
			<i>skipped question</i>	85

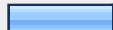
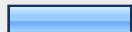
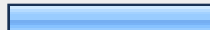
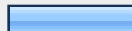


14. Do current faculty teaching loads hinder the university's research mission?				
			Response Percent	Response Count
Not at all			13.1%	51
A little			11.3%	44
Somewhat			28.1%	109
A lot			14.7%	57
Very much so			18.3%	71
No opinion			14.4%	56
			<i>answered question</i>	388
			<i>skipped question</i>	87




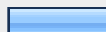

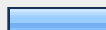
15. How would you rate the importance of research or creative work to your personal career satisfaction?				
			Response Percent	Response Count
Of no importance		1.0%	4	
Of little importance		5.6%	22	
Neutral		14.1%	55	
Important		30.0%	117	
Very important		47.7%	186	
No opinion		1.5%	6	
			<i>answered question</i>	390
			<i>skipped question</i>	85

16. How much emphasis do faculty leaders and administrators at USA place on research or creative work for career advancement?				
			Response Percent	Response Count
Too little emphasis		4.4%	17	
Little emphasis		16.2%	63	
Just right		30.9%	120	
Much emphasis		27.8%	108	
Excessive emphasis		11.9%	46	
No opinion		8.8%	34	
			<i>answered question</i>	388
			<i>skipped question</i>	87

17. Are you provided adequate time and resources to conduct research or creative work at USA?				
			Response Percent	Response Count
Very inadequate			16.6%	64
Inadequate			33.2%	128
Neutral			19.9%	77
Adequate			19.2%	74
More than adequate			3.4%	13
No opinion			7.8%	30
			answered question	386
			skipped question	89


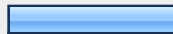
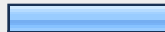
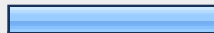


18. Are you provided with adequate resources to travel to meetings to present your work, and to partake in professional development activities?				
			Response Percent	Response Count
Very inadequate			25.5%	98
Inadequate			35.1%	135
Neutral			15.6%	60
Adequate			14.8%	57
More than adequate			3.1%	12
No opinion			6.0%	23
			answered question	385
			skipped question	90


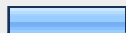
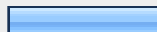
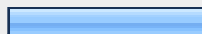


19. Are you encouraged to participate in regional and national professional meetings?			
		Response Percent	Response Count
Not at all		15.6%	60
A little		18.4%	71
Somewhat		31.2%	120
A lot		19.0%	73
Very much so		11.9%	46
No opinion		3.9%	15
		answered question	385
		skipped question	90



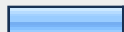
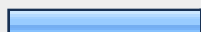

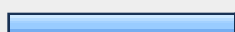
20. Are you completely reimbursed for travel expenses?			
		Response Percent	Response Count
<20%		18.2%	69
20-49%		11.3%	43
50-79%		24.3%	92
80-95%		15.0%	57
>95%		16.4%	62
Not applicable		14.8%	56
		answered question	379
		skipped question	96



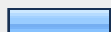
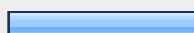

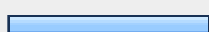
21. How would you rate the importance of institutional service to you and your career development?			
		Response Percent	Response Count
Of no importance		2.9%	11
Of little importance		9.7%	37
Neutral		23.0%	88
Important		43.1%	165
Very important		18.0%	69
No opinion		3.4%	13
		<i>answered question</i>	383
		<i>skipped question</i>	92

22. How much emphasis do faculty leaders and administrators at USA place on institutional service for career advancement?			
		Response Percent	Response Count
Too little emphasis		6.3%	24
Little emphasis		24.6%	94
Medium emphasis		42.4%	162
A lot of emphasis		12.3%	47
Excessive emphasis		6.0%	23
No opinion		8.4%	32
		<i>answered question</i>	382
		<i>skipped question</i>	93

23. Are you provided adequate time and resources to engage in institutional service at USA?			
		Response Percent	Response Count
Very inadequate		6.3%	24
Inadequate		25.1%	95
Neutral		24.5%	93
Adequate		31.7%	120
Very adequate		4.7%	18
No opinion		7.7%	29
		answered question	379
		skipped question	96


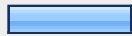
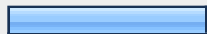
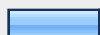
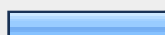

24. Are you satisfied with the process of recruitment of chairs and faculty?			
		Response Percent	Response Count
Very dissatisfied		9.4%	36
Dissatisfied		18.0%	69
Neutral		22.7%	87
Satisfied		29.9%	115
Very satisfied		8.6%	33
No opinion		11.5%	44
		answered question	384
		skipped question	91

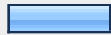
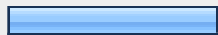
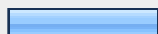
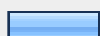


25. Are you satisfied with the mid-tenure review and feedback process?			
		Response Percent	Response Count
Very dissatisfied		3.4%	13
Dissatisfied		8.3%	32
Neutral		17.4%	67
Satisfied		29.4%	113
Very satisfied		6.8%	26
No opinion		34.6%	133
		<i>answered question</i>	384
		<i>skipped question</i>	91


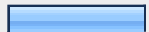
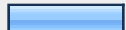
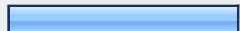
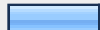

26. Is the tenure process in your college fair?			
		Response Percent	Response Count
Extremely unfair		4.9%	19
Unfair		10.2%	39
Neutral		15.1%	58
Fair		28.6%	110
Extremely fair		10.7%	41
No Opinion		30.5%	117
		<i>answered question</i>	384
		<i>skipped question</i>	91

27. Are the expectations for tenure clearly known and formally documented for your college?			
		Response Percent	Response Count
Very poorly defined		5.7%	22
Not very well defined		16.6%	64
Neutral		20.0%	77
Well defined		26.2%	101
Very well defined		10.4%	40
No Opinion		21.0%	81
		<i>answered question</i>	385
		<i>skipped question</i>	90

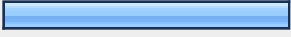
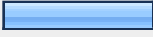
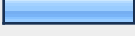


28. Is the promotion process in your college fair?			
		Response Percent	Response Count
Extremely unfair		5.0%	19
Unfair		9.4%	36
Neutral		21.3%	81
Fair		31.8%	121
Extremely fair		9.4%	36
No Opinion		23.1%	88
		<i>answered question</i>	381
		<i>skipped question</i>	94

29. Are you fairly compensated with respect to your colleagues at USA?			
		Response Percent	Response Count
Very unfairly		6.7%	26
Unfairly		18.7%	72
Average		30.1%	116
Somewhat fairly		13.5%	52
Fairly		24.1%	93
No Opinion		7.0%	27
		<i>answered question</i>	386
		<i>skipped question</i>	89

30. Are you fairly compensated with respect to national standards?			
		Response Percent	Response Count
Very unfairly		15.1%	58
Unfairly		31.8%	122
Average		22.7%	87
Somewhat fairly		13.5%	52
Fairly		10.4%	40
No Opinion		6.5%	25
		<i>answered question</i>	384
		<i>skipped question</i>	91

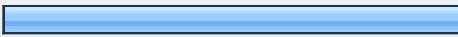
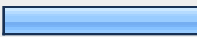
31. Does your college provide adequate and appropriate technological support for your computer needs?			
		Response Percent	Response Count
Very inadequate		10.9%	42
Inadequate		20.8%	80
Neutral		17.2%	66
Adequate		35.2%	135
Better than adequate		13.8%	53
On opinion		2.1%	8
		<i>answered question</i>	384
		<i>skipped question</i>	91

32. Any comments on Section IV?		
		Response Count
		61
		<i>answered question</i>
		61
		<i>skipped question</i>
		414

33. If you had a variety of professional options, would you prefer to:			
		Response Percent	Response Count
Remain at USA with little or no change in duties?		43.9%	168
Remain at USA with significant change in duties?		22.7%	87
Move to another institution?		19.8%	76
Move to non-academic employment?		3.4%	13
No opinion		10.2%	39
<i>answered question</i>			383
<i>skipped question</i>			92

34. Please click the option that best indicates how satisfied you are with the following:							
	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	No opinion	Rating Average
The opportunities currently provided by USA to concentrate on what you do best?	5.7% (22)	18.5% (71)	25.6% (98)	37.1% (142)	11.5% (44)	1.6% (6)	3.31
The degree of academic freedom you have within the classroom?	2.9% (11)	7.3% (28)	10.7% (41)	37.9% (145)	34.2% (131)	7.0% (27)	4.00
The amount of freedom you have at USA to express your opinions regarding University policies and procedures?	9.4% (36)	14.9% (57)	25.9% (99)	29.3% (112)	13.1% (50)	7.3% (28)	3.23
<i>answered question</i>							
<i>skipped question</i>							

35. Any comments on Section VI?		
		Response Count
		35
<i>answered question</i>		35
<i>skipped question</i>		440

36. Are you currently or have you been involved in distance learning (totally online course)?			
		Response Percent	Response Count
No		70.4%	250
Yes		29.6%	105
<i>answered question</i>			355
<i>skipped question</i>			120

37. Please click the option that best indicates your opinion of the following:								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	No opinion	Rating Average	Response Count
There is adequate support for developing distance learning courses.	7.2% (27)	13.8% (52)	14.1% (53)	20.4% (77)	10.1% (38)	34.5% (130)	3.19	
There is adequate time allotted to develop and teach distance learning courses.	11.1% (42)	25.2% (95)	14.6% (55)	9.5% (36)	5.3% (20)	34.2% (129)	2.58	
There is adequate technical support for distance learning courses.	9.9% (37)	14.7% (55)	15.7% (59)	16.0% (60)	8.8% (33)	34.9% (131)	2.99	
There are adequate professional opportunities in distance learning.	5.9% (22)	12.6% (47)	18.4% (69)	15.8% (59)	9.9% (37)	37.4% (140)	3.18	
<i>answered question</i>								
<i>skipped question</i>								

38. Any comments on Section VI?		Response Count
		39
	<i>answered question</i>	39
	<i>skipped question</i>	436

39. Please click the option that best indicates your opinion of the following:								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	No opinion	Rating Average	Response Count
There is an adequate mentoring program for new faculty in my college.	14.6% (56)	25.1% (96)	22.5% (86)	23.0% (88)	4.4% (17)	10.4% (40)	3.09	
There are adequate rewards for acting as a mentor in my college.	18.6% (71)	31.9% (122)	19.1% (73)	5.8% (22)	2.4% (9)	22.3% (85)	3.08	
Mentoring new faculty is important and should be a priority for USA.	1.3% (5)	1.8% (7)	8.6% (33)	37.6% (144)	47.0% (180)	3.7% (14)	4.38	
	<i>answered question</i>							
	<i>skipped question</i>							

40. Any comments on Section VII?		Response Count
		20
	<i>answered question</i>	20
	<i>skipped question</i>	455

41. Please click the option that best indicates your opinion of the following:									
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	No opinion	Rating Average	Response Count	
The evaluation of teaching is adequate in my college.	8.1% (31)	19.6% (75)	23.3% (89)	36.1% (138)	5.5% (21)	7.3% (28)	3.33		
Evaluations of teaching are used appropriately in the annual review process.	9.2% (35)	14.7% (56)	22.8% (87)	36.4% (139)	6.5% (25)	10.5% (40)	3.48		
Evaluating teaching is important and should be a priority for USA	1.3% (5)	1.8% (7)	11.3% (43)	48.3% (184)	33.6% (128)	3.7% (14)	4.22		
	<i>answered question</i>								
	<i>skipped question</i>								

42. Any comments on Section VIII?		Response Count
		33
	<i>answered question</i>	33
	<i>skipped question</i>	442

43. Please click the option that best indicates your opinion of the following:									
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	No opinion	Rating Average	Response Count	
The organization and administration of the University allow the Faculty Senate to serve as an effective representative oversight body.	6.4% (24)	17.9% (67)	24.6% (92)	25.9% (97)	5.6% (21)	19.5% (73)	3.08		
Members of the Senate promote faculty interest effectively.	4.6% (17)	13.7% (51)	26.1% (97)	31.2% (116)	8.3% (31)	16.1% (60)	3.30		
The USA Board of Trustees serves as an effective governing body for the institution.	6.4% (24)	9.3% (35)	31.4% (118)	25.0% (94)	4.8% (18)	23.1% (87)	3.16		
The USA Foundation Board serves as an effective body in managing USA's endowment.	8.8% (33)	13.3% (50)	26.9% (101)	21.3% (80)	8.0% (30)	21.6% (81)	3.08		
The USA Foundation Board serves as an effective body in supporting the USA mission and goals.	8.8% (33)	15.5% (58)	26.5% (99)	20.6% (77)	7.0% (26)	21.7% (81)	3.02		
	<i>answered question</i>								
	<i>skipped question</i>								

44. Any comments on Section VII?		
		Response Count
		17
	<i>answered question</i>	17
	<i>skipped question</i>	458

45. Additional comments on topics not covered in this survey?		
		Response Count
		33
	<i>answered question</i>	33
	<i>skipped question</i>	442