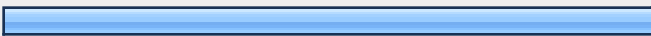


22nd Faculty Survey, 2010: I. University Leadership & Professional Development

1. Please select your college			
		Response Percent	Response Count
Allied Health Professions		0.0%	0
Arts and Sciences		100.0%	148
Athletics		0.0%	0
Mitchell College of Business		0.0%	0
Computer & Information Sciences		0.0%	0
Continuing Education & Special Programs		0.0%	0
Education		0.0%	0
Engineering		0.0%	0
Library		0.0%	0
Medicine		0.0%	0
Nursing		0.0%	0
No comment		0.0%	0
		<i>answered question</i>	148
		<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)	9.2% (12)	9.9% (13)	22.9% (30)	27.5% (36)	19.8% (26)	10.7% (14)	3.44	131
Senior Vice-President for Academic Affairs (Johnson)	3.1% (4)	6.9% (9)	24.4% (32)	26.7% (35)	31.3% (41)	7.6% (10)	3.83	131
Vice-President for Health Sciences (Franks)	3.8% (5)	3.8% (5)	7.6% (10)	7.6% (10)	6.1% (8)	71.0% (93)	3.29	131
Vice-President for Research (Lea)	8.4% (11)	9.2% (12)	17.6% (23)	11.5% (15)	9.9% (13)	43.5% (57)	3.09	131
	<i>answered question</i>							131
	<i>skipped question</i>							17

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	9.2% (12)	10.8% (14)	27.7% (36)	27.7% (36)	17.7% (23)	6.9% (9)	3.36	130
Honors promises and commitments	6.9% (9)	7.7% (10)	29.2% (38)	23.1% (30)	17.7% (23)	15.4% (20)	3.44	130
Is professional in relations with faculty	6.2% (8)	7.7% (10)	22.3% (29)	29.2% (38)	26.9% (35)	7.7% (10)	3.68	130
Fairly and consistently enacts university policy	4.7% (6)	7.0% (9)	32.6% (42)	24.8% (32)	17.8% (23)	13.2% (17)	3.51	129
Informs faculty of developments critical to mission of university	8.5% (11)	14.6% (19)	27.7% (36)	22.3% (29)	20.0% (26)	6.9% (9)	3.33	130
Incorporates faculty input into decisions concerning matters vital to the mission of the university	21.5% (28)	17.7% (23)	26.9% (35)	14.6% (19)	7.7% (10)	11.5% (15)	2.65	130
Dedicates appropriate resources to fulfillment of university mission	15.4% (20)	20.8% (27)	28.5% (37)	15.4% (20)	9.2% (12)	10.8% (14)	2.80	130
Responds to crisis with appropriate measures	10.1% (13)	11.6% (15)	29.5% (38)	24.0% (31)	14.7% (19)	10.1% (13)	3.24	129
	answered question							130
	skipped question							18



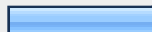
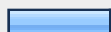

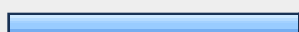
4. Any comments regarding the President or Vice-presidents?		
		Response Count
		34
	answered question	34
	skipped question	114

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	4.0% (5)	7.9% (10)	25.4% (32)	26.2% (33)	13.5% (17)	23.0% (29)	3.48	126
Honors promises and commitments	3.2% (4)	4.8% (6)	23.2% (29)	26.4% (33)	17.6% (22)	24.8% (31)	3.67	125
Is professional in evaluating the performance of co-workers	2.4% (3)	2.4% (3)	18.3% (23)	21.4% (27)	15.9% (20)	39.7% (50)	3.76	126
Informs faculty of developments critical to accomplishment of the mission of the unit	5.6% (7)	5.6% (7)	24.6% (31)	20.6% (26)	18.3% (23)	25.4% (32)	3.54	126
Conveys administrative expectations in a clear manner	4.8% (6)	4.8% (6)	25.4% (32)	24.6% (31)	14.3% (18)	26.2% (33)	3.53	126
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	6.3% (8)	8.7% (11)	27.0% (34)	16.7% (21)	13.5% (17)	27.8% (35)	3.31	126
Implements new initiatives which are logical extensions of existing programs	4.8% (6)	2.4% (3)	30.2% (38)	15.9% (20)	12.7% (16)	34.1% (43)	3.45	126
Dedicates appropriate resources to assure success of an assignment	5.6% (7)	8.9% (11)	22.6% (28)	21.0% (26)	16.9% (21)	25.0% (31)	3.46	124
	answered question							126
	skipped question							22



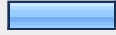
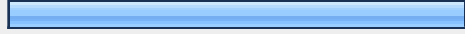

6. Any comments regarding your dean?		
		Response Count
		30
	answered question	30
	skipped question	118


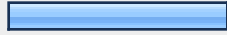
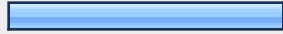



7. Please click the option that best indicates your opinion of the ability of the University to facilitate:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Federal funding for research and development	7.3% (9)	10.6% (13)	34.1% (42)	17.1% (21)	8.1% (10)	22.8% (28)	3.11	123
Federal funding for new and existing training grants	8.2% (10)	9.8% (12)	31.1% (38)	11.5% (14)	8.2% (10)	31.1% (38)	3.02	122
Private and foundation funding for research and development	12.2% (15)	13.0% (16)	29.3% (36)	16.3% (20)	5.7% (7)	23.6% (29)	2.87	123
	<i>answered question</i>							123
	<i>skipped question</i>							25


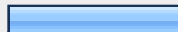
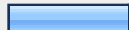
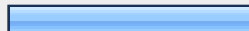


8. Please click the option that best indicates your opinion about how you rate the effectiveness of the Office of Sponsored Programs in support of:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Acquisition of extramural dollars for research and teaching infrastructure	7.3% (9)	13.8% (17)	30.1% (37)	8.1% (10)	3.3% (4)	37.4% (46)	2.78	123
Identification of relevant extramural funding opportunities in support of your personal research	9.8% (12)	20.5% (25)	23.0% (28)	6.6% (8)	3.3% (4)	36.9% (45)	2.57	122
Significant facilitation of writing grants and/or contracts for your personal research	13.1% (16)	15.6% (19)	23.0% (28)	5.7% (7)	7.4% (9)	35.2% (43)	2.67	122
	<i>answered question</i>							123
	<i>skipped question</i>							25




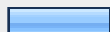


9. How satisfied are you with the assistance the Research Office provides in closing-out research projects?			
		Response Percent	Response Count
Very dissatisfied		2.4%	3
Dissatisfied		11.4%	14
Neutral		22.0%	27
Satisfied		15.4%	19
Very satisfied		4.1%	5
No opinion		44.7%	55
		<i>answered question</i>	123
		<i>skipped question</i>	25

10. Any comments on Section III?			
			Response Count
			18
		<i>answered question</i>	18
		<i>skipped question</i>	130

11. How would you rate the importance of teaching performance to you and your career development?			
		Response Percent	Response Count
Of no importance		0.0%	0
Of little importance		2.4%	3
Of medium importance		10.4%	13
Somewhat important		16.0%	20
Very important		70.4%	88
No opinion		0.8%	1
		<i>answered question</i>	125
		<i>skipped question</i>	23



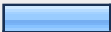
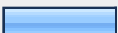


12. How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement?			
		Response Percent	Response Count
Way too little		5.7%	7
Too little		33.3%	41
Just right		42.3%	52
Too much		5.7%	7
Excessive		4.9%	6
No opinion		8.1%	10
		<i>answered question</i>	123
		<i>skipped question</i>	25



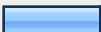



13. Are you provided with adequate and appropriate resources to teach effectively at USA?			
		Response Percent	Response Count
Very inadequate		4.8%	6
Inadequate		26.2%	33
Neutral		18.3%	23
Adequate		37.3%	47
Better than adequate		12.7%	16
No opinion		0.8%	1
		<i>answered question</i>	126
		<i>skipped question</i>	22


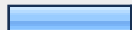
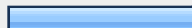

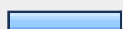

14. Do current faculty teaching loads hinder the university's research mission?			
		Response Percent	Response Count
Not at all		15.2%	19
A little		10.4%	13
Somewhat		32.8%	41
A lot		15.2%	19
Very much so		17.6%	22
No opinion		8.8%	11
		<i>answered question</i>	125
		<i>skipped question</i>	23

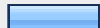
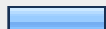
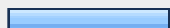
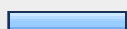


15. How would you rate the importance of research or creative work to your personal career satisfaction?				
			Response Percent	Response Count
Of no importance		1.6%	2	
Of little importance		7.9%	10	
Neutral		11.0%	14	
Important		17.3%	22	
Very important		60.6%	77	
No opinion		1.6%	2	
			<i>answered question</i>	127
			<i>skipped question</i>	21

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		4.8%	6	
Little emphasis		13.6%	17	
Just right		27.2%	34	
Much emphasis		33.6%	42	
Excessive emphasis		9.6%	12	
No opinion		11.2%	14	
			<i>answered question</i>	125
			<i>skipped question</i>	23

17. Are you provided adequate time and resources to conduct research or creative work at USA?			
		Response Percent	Response Count
Very inadequate		10.5%	13
Inadequate		41.9%	52
Neutral		16.1%	20
Adequate		16.9%	21
More than adequate		4.0%	5
No opinion		10.5%	13
		answered question	124
		skipped question	24


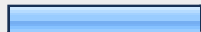
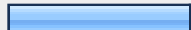
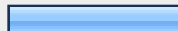


18. Are you provided with adequate resources to travel to meetings to present your work, and to partake in professional development activities?			
		Response Percent	Response Count
Very inadequate		24.0%	30
Inadequate		37.6%	47
Neutral		14.4%	18
Adequate		12.0%	15
More than adequate		4.0%	5
No opinion		8.0%	10
		answered question	125
		skipped question	23


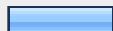

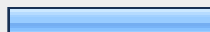

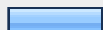
19. Are you encouraged to participate in regional and national professional meetings?			
		Response Percent	Response Count
Not at all		12.0%	15
A little		18.4%	23
Somewhat		28.0%	35
A lot		19.2%	24
Very much so		16.8%	21
No opinion		5.6%	7
		answered question	125
		skipped question	23



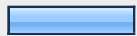


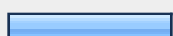
20. Are you completely reimbursed for travel expenses?			
		Response Percent	Response Count
<20%		13.7%	17
20-49%		14.5%	18
50-79%		24.2%	30
80-95%		17.7%	22
>95%		12.1%	15
Not applicable		17.7%	22
		answered question	124
		skipped question	24




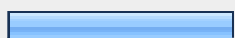
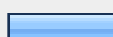

21. How would you rate the importance of institutional service to you and your career development?			
		Response Percent	Response Count
Of no importance		3.2%	4
Of little importance		12.1%	15
Neutral		30.6%	38
Important		41.9%	52
Very important		8.1%	10
No opinion		4.0%	5
		<i>answered question</i>	124
		<i>skipped question</i>	24



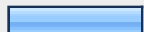
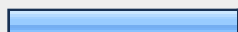

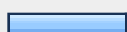
22. How much emphasis do faculty leaders and administrators at USA place on institutional service for career advancement?			
		Response Percent	Response Count
Too little emphasis		4.9%	6
Little emphasis		30.1%	37
Medium emphasis		35.0%	43
A lot of emphasis		12.2%	15
Excessive emphasis		8.9%	11
No opinion		8.9%	11
		<i>answered question</i>	123
		<i>skipped question</i>	25



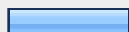
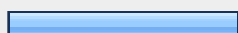

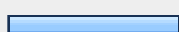
23. Are you provided adequate time and resources to engage in institutional service at USA?			
		Response Percent	Response Count
Very inadequate		4.9%	6
Inadequate		29.3%	36
Neutral		27.6%	34
Adequate		26.0%	32
Very adequate		2.4%	3
No opinion		9.8%	12
		answered question	123
		skipped question	25


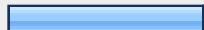
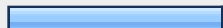



24. Are you satisfied with the process of recruitment of chairs and faculty?			
		Response Percent	Response Count
Very dissatisfied		10.7%	13
Dissatisfied		15.6%	19
Neutral		19.7%	24
Satisfied		31.1%	38
Very satisfied		9.0%	11
No opinion		13.9%	17
		answered question	122
		skipped question	26

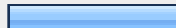
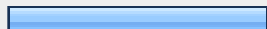
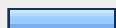



25. Are you satisfied with the mid-tenure review and feedback process?			
		Response Percent	Response Count
Very dissatisfied		2.5%	3
Dissatisfied		6.6%	8
Neutral		18.9%	23
Satisfied		40.2%	49
Very satisfied		7.4%	9
No opinion		24.6%	30
		<i>answered question</i>	122
		<i>skipped question</i>	26

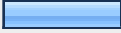
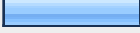

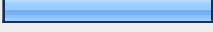


26. Is the tenure process in your college fair?			
		Response Percent	Response Count
Extremely unfair		2.4%	3
Unfair		8.1%	10
Neutral		15.4%	19
Fair		34.1%	42
Extremely fair		16.3%	20
No Opinion		23.6%	29
		<i>answered question</i>	123
		<i>skipped question</i>	25

27. Are the expectations for tenure clearly known and formally documented for your college?			
		Response Percent	Response Count
Very poorly defined		2.4%	3
Not very well defined		13.0%	16
Neutral		20.3%	25
Well defined		35.0%	43
Very well defined		11.4%	14
No Opinion		17.9%	22
		<i>answered question</i>	123
		<i>skipped question</i>	25



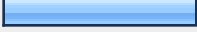


28. Is the promotion process in your college fair?			
		Response Percent	Response Count
Extremely unfair		3.3%	4
Unfair		8.2%	10
Neutral		18.0%	22
Fair		35.2%	43
Extremely fair		9.0%	11
No Opinion		26.2%	32
		<i>answered question</i>	122
		<i>skipped question</i>	26

29. Are you fairly compensated with respect to your colleagues at USA?			
		Response Percent	Response Count
Very unfairly		7.2%	9
Unfairly		29.6%	37
Average		32.8%	41
Somewhat fairly		10.4%	13
Fairly		12.0%	15
No Opinion		8.0%	10
		<i>answered question</i>	125
		<i>skipped question</i>	23

30. Are you fairly compensated with respect to national standards?			
		Response Percent	Response Count
Very unfairly		25.8%	32
Unfairly		39.5%	49
Average		16.1%	20
Somewhat fairly		7.3%	9
Fairly		4.0%	5
No Opinion		7.3%	9
		<i>answered question</i>	124
		<i>skipped question</i>	24


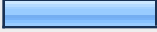
31. Does your college provide adequate and appropriate technological support for your computer needs?			
		Response Percent	Response Count
Very inadequate		17.6%	22
Inadequate		20.8%	26
Neutral		16.0%	20
Adequate		32.0%	40
Better than adequate		11.2%	14
On opinion		2.4%	3
		<i>answered question</i>	125
		<i>skipped question</i>	23

32. Any comments on Section IV?			
		Response Count	
			29
		<i>answered question</i>	29
		<i>skipped question</i>	119

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?		32.5%	40
Remain at USA with significant change in duties?		24.4%	30
Move to another institution?		29.3%	36
Move to non-academic employment?		4.1%	5
No opinion		9.8%	12
	answered question		123
	skipped question		25

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?	4.0% (5)	22.6% (28)	26.6% (33)	34.7% (43)	10.5% (13)	1.6% (2)	3.25
The degree of academic freedom you have within the classroom?	0.0% (0)	6.5% (8)	12.9% (16)	37.9% (47)	41.9% (52)	0.8% (1)	4.16
The amount of freedom you have at USA to express your opinions regarding University policies and procedures?	9.8% (12)	18.7% (23)	23.6% (29)	25.2% (31)	15.4% (19)	7.3% (9)	3.19
	answered question						
	skipped question						

35. Any comments on Section VI?		
		Response Count
		19
<i>answered question</i>		19
<i>skipped question</i>		129

36. Are you currently or have you been involved in distance learning (totally online course)?			
		Response Percent	Response Count
No		77.0%	87
Yes		23.0%	26
<i>answered question</i>			113
<i>skipped question</i>			35

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.	6.6% (8)	15.6% (19)	17.2% (21)	22.1% (27)	7.4% (9)	31.1% (38)	3.12	
There is adequate time allotted to develop and teach distance learning courses.	9.8% (12)	25.4% (31)	14.8% (18)	13.1% (16)	4.1% (5)	32.8% (40)	2.65	
There is adequate technical support for distance learning courses.	9.9% (12)	18.2% (22)	18.2% (22)	15.7% (19)	5.0% (6)	33.1% (40)	2.81	
There are adequate professional opportunities in distance learning.	5.8% (7)	17.4% (21)	21.5% (26)	14.9% (18)	7.4% (9)	33.1% (40)	3.01	
<i>answered question</i>								
<i>skipped question</i>								

38. Any comments on Section VI?		Response Count
		21
	<i>answered question</i>	21
	<i>skipped question</i>	127

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% (18)	27.6% (34)	17.9% (22)	22.0% (27)	4.1% (5)	13.8% (17)	3.15	
There are adequate rewards for acting as a mentor in my college.	18.0% (22)	32.0% (39)	17.2% (21)	4.9% (6)	0.8% (1)	27.0% (33)	3.20	
Mentoring new faculty is important and should be a priority for USA.	0.8% (1)	1.6% (2)	6.6% (8)	45.1% (55)	41.0% (50)	4.9% (6)	4.39	
	<i>answered question</i>							
	<i>skipped question</i>							

40. Any comments on Section VII?		Response Count
		8
	<i>answered question</i>	8
	<i>skipped question</i>	140

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.	8.3% (10)	24.8% (30)	25.6% (31)	35.5% (43)	1.7% (2)	4.1% (5)	3.10		
Evaluations of teaching are used appropriately in the annual review process.	8.3% (10)	18.2% (22)	24.8% (30)	39.7% (48)	1.7% (2)	7.4% (9)	3.31		
Evaluating teaching is important and should be a priority for USA	1.7% (2)	3.3% (4)	14.9% (18)	50.4% (61)	27.3% (33)	2.5% (3)	4.06		
	<i>answered question</i>								
	<i>skipped question</i>								

42. Any comments on Section VIII?		
		Response Count
		16
	<i>answered question</i>	16
	<i>skipped question</i>	132

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.	9.9% (12)	22.3% (27)	20.7% (25)	22.3% (27)	5.0% (6)	19.8% (24)	2.88		
Members of the Senate promote faculty interest effectively.	8.4% (10)	16.8% (20)	26.1% (31)	26.1% (31)	4.2% (5)	18.5% (22)	3.01		
The USA Board of Trustees serves as an effective governing body for the institution.	10.7% (13)	14.9% (18)	33.9% (41)	15.7% (19)	1.7% (2)	23.1% (28)	2.77		
The USA Foundation Board serves as an effective body in managing USA's endowment.	8.3% (10)	10.7% (13)	29.8% (36)	19.0% (23)	9.1% (11)	23.1% (28)	3.13		
The USA Foundation Board serves as an effective body in supporting the USA mission and goals.	9.2% (11)	14.2% (17)	24.2% (29)	24.2% (29)	5.8% (7)	22.5% (27)	3.04		
	<i>answered question</i>								
	<i>skipped question</i>								

44. Any comments on Section VII?		
		Response Count
		10
	<i>answered question</i>	10
	<i>skipped question</i>	138

45. Additional comments on topics not covered in this survey?		
		Response Count
		16
	<i>answered question</i>	16
	<i>skipped question</i>	132