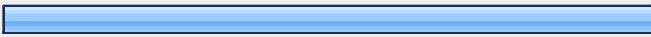


22nd Faculty Survey, 2010: I. University Leadership & Professional Development

1. Please select your college			
		Response Percent	Response Count
Allied Health Professions		0.0%	0
Arts and Sciences		0.0%	0
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		100.0%	22
Library		0.0%	0
Medicine		0.0%	0
Nursing		0.0%	0
No comment		0.0%	0
		<i>answered question</i>	22
		<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)	9.5% (2)	4.8% (1)	9.5% (2)	42.9% (9)	33.3% (7)	0.0% (0)	3.86	21
Senior Vice-President for Academic Affairs (Johnson)	19.0% (4)	14.3% (3)	23.8% (5)	23.8% (5)	9.5% (2)	9.5% (2)	2.89	21
Vice-President for Health Sciences (Franks)	0.0% (0)	0.0% (0)	15.8% (3)	15.8% (3)	5.3% (1)	63.2% (12)	3.71	19
Vice-President for Research (Lea)	10.0% (2)	5.0% (1)	10.0% (2)	25.0% (5)	45.0% (9)	5.0% (1)	3.95	20
	answered question							21
	skipped question							1

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	4.8% (1)	23.8% (5)	9.5% (2)	33.3% (7)	23.8% (5)	4.8% (1)	3.50	21
Honors promises and commitments	9.5% (2)	19.0% (4)	14.3% (3)	33.3% (7)	19.0% (4)	4.8% (1)	3.35	21
Is professional in relations with faculty	9.5% (2)	19.0% (4)	9.5% (2)	33.3% (7)	23.8% (5)	4.8% (1)	3.45	21
Fairly and consistently enacts university policy	9.5% (2)	23.8% (5)	14.3% (3)	33.3% (7)	14.3% (3)	4.8% (1)	3.20	21
Informs faculty of developments critical to mission of university	5.0% (1)	25.0% (5)	10.0% (2)	35.0% (7)	20.0% (4)	5.0% (1)	3.42	20
Incorporates faculty input into decisions concerning matters vital to the mission of the university	15.0% (3)	25.0% (5)	25.0% (5)	25.0% (5)	5.0% (1)	5.0% (1)	2.79	20
Dedicates appropriate resources to fulfillment of university mission	4.8% (1)	33.3% (7)	19.0% (4)	28.6% (6)	9.5% (2)	4.8% (1)	3.05	21
Responds to crisis with appropriate measures	9.5% (2)	23.8% (5)	14.3% (3)	28.6% (6)	19.0% (4)	4.8% (1)	3.25	21
	answered question							21
	skipped question							1

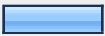
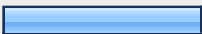
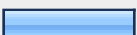
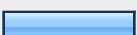

4. Any comments regarding the President or Vice-presidents?		
		Response Count
		3
	answered question	3
	skipped question	19

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	33.3% (7)	19.0% (4)	19.0% (4)	19.0% (4)	9.5% (2)	0.0% (0)	2.52	21
Honors promises and commitments	52.4% (11)	4.8% (1)	19.0% (4)	4.8% (1)	19.0% (4)	0.0% (0)	2.33	21
Is professional in evaluating the performance of co-workers	52.4% (11)	14.3% (3)	4.8% (1)	14.3% (3)	14.3% (3)	0.0% (0)	2.24	21
Informs faculty of developments critical to accomplishment of the mission of the unit	33.3% (7)	19.0% (4)	19.0% (4)	9.5% (2)	19.0% (4)	0.0% (0)	2.62	21
Conveys administrative expectations in a clear manner	28.6% (6)	19.0% (4)	33.3% (7)	9.5% (2)	9.5% (2)	0.0% (0)	2.52	21
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	42.9% (9)	23.8% (5)	14.3% (3)	9.5% (2)	9.5% (2)	0.0% (0)	2.19	21
Implements new initiatives which are logical extensions of existing programs	47.6% (10)	23.8% (5)	14.3% (3)	4.8% (1)	9.5% (2)	0.0% (0)	2.05	21
Dedicates appropriate resources to assure success of an assignment	42.9% (9)	19.0% (4)	14.3% (3)	14.3% (3)	9.5% (2)	0.0% (0)	2.29	21
	answered question							21
	skipped question							1




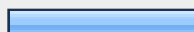
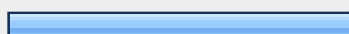
6. Any comments regarding your dean?		
		Response Count
		10
	answered question	10
	skipped question	12

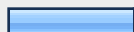
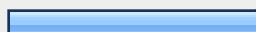




7. Please click the option that best indicates your opinion of the ability of the University to facilitate:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Federal funding for research and development	11.1% (2)	0.0% (0)	61.1% (11)	11.1% (2)	16.7% (3)	0.0% (0)	3.22	18
Federal funding for new and existing training grants	11.1% (2)	11.1% (2)	55.6% (10)	11.1% (2)	11.1% (2)	0.0% (0)	3.00	18
Private and foundation funding for research and development	11.1% (2)	22.2% (4)	38.9% (7)	16.7% (3)	5.6% (1)	5.6% (1)	2.82	18
	answered question							18
	skipped question							4

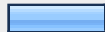
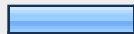
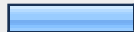
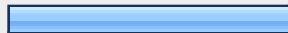

8. Please click the option that best indicates your opinion about how you rate the effectiveness of the Office of Sponsored Programs in support of:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Acquisition of extramural dollars for research and teaching infrastructure	5.3% (1)	15.8% (3)	42.1% (8)	15.8% (3)	10.5% (2)	10.5% (2)	3.12	19
Identification of relevant extramural funding opportunities in support of your personal research	5.3% (1)	15.8% (3)	26.3% (5)	26.3% (5)	21.1% (4)	5.3% (1)	3.44	19
Significant facilitation of writing grants and/or contracts for your personal research	0.0% (0)	26.3% (5)	31.6% (6)	15.8% (3)	21.1% (4)	5.3% (1)	3.33	19
	answered question							19
	skipped question							3



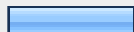
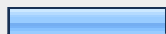
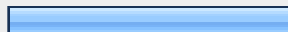

9. How satisfied are you with the assistance the Research Office provides in closing-out research projects?			
		Response Percent	Response Count
Very dissatisfied		0.0%	0
Dissatisfied		15.0%	3
Neutral		30.0%	6
Satisfied		20.0%	4
Very satisfied		20.0%	4
No opinion		15.0%	3
		<i>answered question</i>	20
		<i>skipped question</i>	2


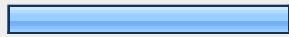
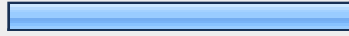
10. Any comments on Section III?		
		Response Count
		2
		<i>answered question</i>
		2
		<i>skipped question</i>
		20

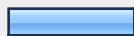
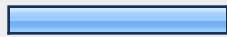

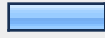
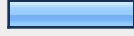
11. How would you rate the importance of teaching performance to you and your career development?			
		Response Percent	Response Count
Of no importance		4.8%	1
Of little importance		4.8%	1
Of medium importance		9.5%	2
Somewhat important		28.6%	6
Very important		52.4%	11
No opinion		0.0%	0
		<i>answered question</i>	21
		<i>skipped question</i>	1


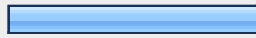

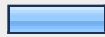
12. How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement?			
		Response Percent	Response Count
Way too little		19.0%	4
Too little		38.1%	8
Just right		23.8%	5
Too much		9.5%	2
Excessive		4.8%	1
No opinion		4.8%	1
		<i>answered question</i>	21
		<i>skipped question</i>	1

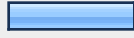
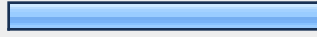
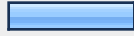
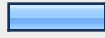
13. Are you provided with adequate and appropriate resources to teach effectively at USA?				
			Response Percent	Response Count
Very inadequate			14.3%	3
Inadequate			19.0%	4
Neutral			19.0%	4
Adequate			42.9%	9
Better than adequate			0.0%	0
No opinion			4.8%	1
			<i>answered question</i>	21
			<i>skipped question</i>	1

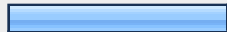

14. Do current faculty teaching loads hinder the university's research mission?				
			Response Percent	Response Count
Not at all			4.8%	1
A little			4.8%	1
Somewhat			19.0%	4
A lot			23.8%	5
Very much so			42.9%	9
No opinion			4.8%	1
			<i>answered question</i>	21
			<i>skipped question</i>	1


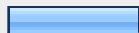
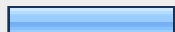

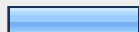
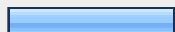
15. How would you rate the importance of research or creative work to your personal career satisfaction?			
		Response Percent	Response Count
Of no importance		0.0%	0
Of little importance		0.0%	0
Neutral		4.8%	1
Important		42.9%	9
Very important		52.4%	11
No opinion		0.0%	0
<i>answered question</i>			21
<i>skipped question</i>			1

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		19.0%	4
Little emphasis		33.3%	7
Just right		14.3%	3
Much emphasis		14.3%	3
Excessive emphasis		19.0%	4
No opinion		0.0%	0
<i>answered question</i>			21
<i>skipped question</i>			1

17. Are you provided adequate time and resources to conduct research or creative work at USA?			
		Response Percent	Response Count
Very inadequate		38.1%	8
Inadequate		38.1%	8
Neutral		9.5%	2
Adequate		14.3%	3
More than adequate		0.0%	0
No opinion		0.0%	0
answered question			21
skipped question			1


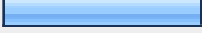

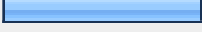


18. Are you provided with adequate resources to travel to meetings to present your work, and to partake in professional development activities?			
		Response Percent	Response Count
Very inadequate		19.0%	4
Inadequate		47.6%	10
Neutral		19.0%	4
Adequate		14.3%	3
More than adequate		0.0%	0
No opinion		0.0%	0
answered question			21
skipped question			1


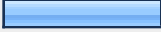


19. Are you encouraged to participate in regional and national professional meetings?			
		Response Percent	Response Count
Not at all		33.3%	7
A little		19.0%	4
Somewhat		28.6%	6
A lot		9.5%	2
Very much so		9.5%	2
No opinion		0.0%	0
		answered question	21
		skipped question	1


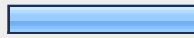

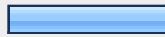


20. Are you completely reimbursed for travel expenses?			
		Response Percent	Response Count
<20%		5.0%	1
20-49%		20.0%	4
50-79%		25.0%	5
80-95%		5.0%	1
>95%		20.0%	4
Not applicable		25.0%	5
		answered question	20
		skipped question	2

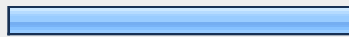


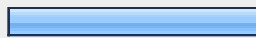
21. How would you rate the importance of institutional service to you and your career development?			
		Response Percent	Response Count
Of no importance		0.0%	0
Of little importance		28.6%	6
Neutral		52.4%	11
Important		14.3%	3
Very important		4.8%	1
No opinion		0.0%	0
<i>answered question</i>			21
<i>skipped question</i>			1


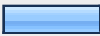
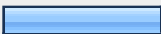
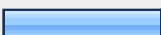
22. How much emphasis do faculty leaders and administrators at USA place on institutional service for career advancement?			
		Response Percent	Response Count
Too little emphasis		15.0%	3
Little emphasis		45.0%	9
Medium emphasis		25.0%	5
A lot of emphasis		5.0%	1
Excessive emphasis		5.0%	1
No opinion		5.0%	1
<i>answered question</i>			20
<i>skipped question</i>			2

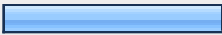
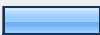
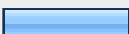
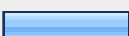


23. Are you provided adequate time and resources to engage in institutional service at USA?			
		Response Percent	Response Count
Very inadequate		10.0%	2
Inadequate		30.0%	6
Neutral		20.0%	4
Adequate		30.0%	6
Very adequate		5.0%	1
No opinion		5.0%	1
		<i>answered question</i>	20
		<i>skipped question</i>	2

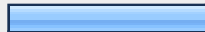

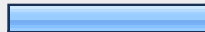

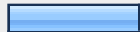

24. Are you satisfied with the process of recruitment of chairs and faculty?			
		Response Percent	Response Count
Very dissatisfied		33.3%	7
Dissatisfied		23.8%	5
Neutral		0.0%	0
Satisfied		38.1%	8
Very satisfied		4.8%	1
No opinion		0.0%	0
		<i>answered question</i>	21
		<i>skipped question</i>	1

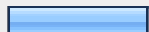
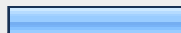
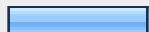
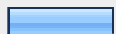


25. Are you satisfied with the mid-tenure review and feedback process?			
		Response Percent	Response Count
Very dissatisfied		28.6%	6
Dissatisfied		28.6%	6
Neutral		9.5%	2
Satisfied		23.8%	5
Very satisfied		4.8%	1
No opinion		4.8%	1
		answered question	21
		skipped question	1


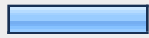
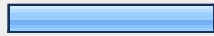
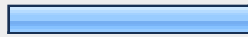

26. Is the tenure process in your college fair?			
		Response Percent	Response Count
Extremely unfair		52.4%	11
Unfair		4.8%	1
Neutral		4.8%	1
Fair		38.1%	8
Extremely fair		0.0%	0
No Opinion		0.0%	0
		answered question	21
		skipped question	1

27. Are the expectations for tenure clearly known and formally documented for your college?			
		Response Percent	Response Count
Very poorly defined		38.1%	8
Not very well defined		14.3%	3
Neutral		23.8%	5
Well defined		23.8%	5
Very well defined		0.0%	0
No Opinion		0.0%	0
		answered question	21
		skipped question	1





28. Is the promotion process in your college fair?			
		Response Percent	Response Count
Extremely unfair		33.3%	7
Unfair		14.3%	3
Neutral		19.0%	4
Fair		19.0%	4
Extremely fair		4.8%	1
No Opinion		9.5%	2
		answered question	21
		skipped question	1

29. Are you fairly compensated with respect to your colleagues at USA?				
			Response Percent	Response Count
Very unfairly		30.0%	6	
Unfairly		5.0%	1	
Average		30.0%	6	
Somewhat fairly		10.0%	2	
Fairly		20.0%	4	
No Opinion		5.0%	1	
			<i>answered question</i>	20
			<i>skipped question</i>	2

30. Are you fairly compensated with respect to national standards?				
			Response Percent	Response Count
Very unfairly		21.1%	4	
Unfairly		26.3%	5	
Average		21.1%	4	
Somewhat fairly		15.8%	3	
Fairly		5.3%	1	
No Opinion		10.5%	2	
			<i>answered question</i>	19
			<i>skipped question</i>	3


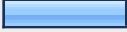
31. Does your college provide adequate and appropriate technological support for your computer needs?			
		Response Percent	Response Count
Very inadequate		5.3%	1
Inadequate		21.1%	4
Neutral		31.6%	6
Adequate		36.8%	7
Better than adequate		0.0%	0
On opinion		5.3%	1
		<i>answered question</i>	19
		<i>skipped question</i>	3

32. Any comments on Section IV?		
		Response Count
		3
		<i>answered question</i>
		3
		<i>skipped question</i>
		19

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?		35.0%	7
Remain at USA with significant change in duties?		20.0%	4
Move to another institution?		35.0%	7
Move to non-academic employment?		0.0%	0
No opinion		10.0%	2
	<i>answered question</i>		20
	<i>skipped question</i>		2

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?	21.1% (4)	15.8% (3)	26.3% (5)	31.6% (6)	5.3% (1)	0.0% (0)	2.84
The degree of academic freedom you have within the classroom?	10.5% (2)	5.3% (1)	15.8% (3)	36.8% (7)	31.6% (6)	0.0% (0)	3.74
The amount of freedom you have at USA to express your opinions regarding University policies and procedures?	31.6% (6)	10.5% (2)	15.8% (3)	26.3% (5)	10.5% (2)	5.3% (1)	2.72
	<i>answered question</i>						
	<i>skipped question</i>						

35. Any comments on Section VI?		
		Response Count
		0
<i>answered question</i>		0
<i>skipped question</i>		22

36. Are you currently or have you been involved in distance learning (totally online course)?			
		Response Percent	Response Count
No		81.3%	13
Yes		18.8%	3
<i>answered question</i>			16
<i>skipped question</i>			6

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.	23.5% (4)	5.9% (1)	11.8% (2)	23.5% (4)	0.0% (0)	35.3% (6)	2.55	
There is adequate time allotted to develop and teach distance learning courses.	17.6% (3)	23.5% (4)	17.6% (3)	11.8% (2)	0.0% (0)	29.4% (5)	2.33	
There is adequate technical support for distance learning courses.	29.4% (5)	11.8% (2)	11.8% (2)	17.6% (3)	0.0% (0)	29.4% (5)	2.25	
There are adequate professional opportunities in distance learning.	17.6% (3)	23.5% (4)	23.5% (4)	5.9% (1)	0.0% (0)	29.4% (5)	2.25	
<i>answered question</i>								
<i>skipped question</i>								

38. Any comments on Section VI?		Response Count
		1
	<i>answered question</i>	1
	<i>skipped question</i>	21

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.	33.3% (7)	33.3% (7)	0.0% (0)	28.6% (6)	0.0% (0)	4.8% (1)	2.43	
There are adequate rewards for acting as a mentor in my college.	38.1% (8)	42.9% (9)	9.5% (2)	4.8% (1)	0.0% (0)	4.8% (1)	2.00	
Mentoring new faculty is important and should be a priority for USA.	9.5% (2)	4.8% (1)	9.5% (2)	19.0% (4)	57.1% (12)	0.0% (0)	4.10	
	<i>answered question</i>							
	<i>skipped question</i>							

40. Any comments on Section VII?		Response Count
		0
	<i>answered question</i>	0
	<i>skipped question</i>	22

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.	38.1% (8)	14.3% (3)	4.8% (1)	42.9% (9)	0.0% (0)	0.0% (0)	2.52		
Evaluations of teaching are used appropriately in the annual review process.	38.1% (8)	0.0% (0)	14.3% (3)	42.9% (9)	4.8% (1)	0.0% (0)	2.76		
Evaluating teaching is important and should be a priority for USA	9.5% (2)	0.0% (0)	0.0% (0)	42.9% (9)	47.6% (10)	0.0% (0)	4.19		
	<i>answered question</i>								
	<i>skipped question</i>								

42. Any comments on Section VIII?		
		Response Count
		2
	<i>answered question</i>	2
	<i>skipped question</i>	20

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.	17.6% (3)	29.4% (5)	23.5% (4)	23.5% (4)	0.0% (0)	5.9% (1)	2.56		
Members of the Senate promote faculty interest effectively.	11.8% (2)	23.5% (4)	29.4% (5)	23.5% (4)	5.9% (1)	5.9% (1)	2.88		
The USA Board of Trustees serves as an effective governing body for the institution.	16.7% (3)	5.6% (1)	38.9% (7)	27.8% (5)	0.0% (0)	11.1% (2)	2.88		
The USA Foundation Board serves as an effective body in managing USA's endowment.	0.0% (0)	17.6% (3)	29.4% (5)	41.2% (7)	0.0% (0)	11.8% (2)	3.27		
The USA Foundation Board serves as an effective body in supporting the USA mission and goals.	0.0% (0)	11.8% (2)	35.3% (6)	29.4% (5)	11.8% (2)	11.8% (2)	3.47		
	<i>answered question</i>								
	<i>skipped question</i>								

44. Any comments on Section VII?		
		Response Count
		0
	<i>answered question</i>	0
	<i>skipped question</i>	22

45. Additional comments on topics not covered in this survey?		Response Count
		1
	<i>answered question</i>	1
	<i>skipped question</i>	21