


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		0.0%	0
Library		0.0%	0
Medicine		100.0%	102
Nursing		0.0%	0
No comment		0.0%	0
		<i>answered question</i>	102
		<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)	6.0% (5)	8.3% (7)	27.4% (23)	38.1% (32)	14.3% (12)	6.0% (5)	3.49	84
Senior Vice-President for Academic Affairs (Johnson)	2.4% (2)	3.5% (3)	11.8% (10)	15.3% (13)	2.4% (2)	64.7% (55)	3.33	85
Vice-President for Health Sciences (Franks)	4.7% (4)	20.0% (17)	24.7% (21)	31.8% (27)	10.6% (9)	8.2% (7)	3.26	85
Vice-President for Research (Lea)	0.0% (0)	4.8% (4)	13.1% (11)	20.2% (17)	13.1% (11)	48.8% (41)	3.81	84
	<i>answered question</i>							85
	<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	7.1% (6)	13.1% (11)	33.3% (28)	29.8% (25)	14.3% (12)	2.4% (2)	3.32	84
Honors promises and commitments	10.7% (9)	17.9% (15)	27.4% (23)	25.0% (21)	9.5% (8)	9.5% (8)	3.05	84
Is professional in relations with faculty	6.0% (5)	8.3% (7)	28.6% (24)	33.3% (28)	16.7% (14)	7.1% (6)	3.50	84
Fairly and consistently enacts university policy	4.8% (4)	16.7% (14)	28.6% (24)	23.8% (20)	11.9% (10)	14.3% (12)	3.25	84
Informs faculty of developments critical to mission of university	9.5% (8)	15.5% (13)	28.6% (24)	25.0% (21)	15.5% (13)	6.0% (5)	3.23	84
Incorporates faculty input into decisions concerning matters vital to the mission of the university	15.7% (13)	28.9% (24)	22.9% (19)	15.7% (13)	4.8% (4)	12.0% (10)	2.60	83
Dedicates appropriate resources to fulfillment of university mission	15.5% (13)	19.0% (16)	27.4% (23)	22.6% (19)	8.3% (7)	7.1% (6)	2.88	84
Responds to crisis with appropriate measures	7.1% (6)	13.1% (11)	31.0% (26)	21.4% (18)	14.3% (12)	13.1% (11)	3.26	84
	answered question							84
	skipped question							18



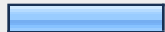
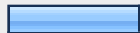

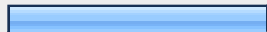
4. Any comments regarding the President or Vice-presidents?		
		Response Count
		18
	answered question	18
	skipped question	84

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	10.8% (9)	18.1% (15)	21.7% (18)	25.3% (21)	15.7% (13)	8.4% (7)	3.18	83
Honors promises and commitments	7.2% (6)	18.1% (15)	21.7% (18)	18.1% (15)	22.9% (19)	12.0% (10)	3.36	83
Is professional in evaluating the performance of co-workers	3.6% (3)	9.6% (8)	22.9% (19)	24.1% (20)	16.9% (14)	22.9% (19)	3.53	83
Informs faculty of developments critical to accomplishment of the mission of the unit	8.4% (7)	18.1% (15)	25.3% (21)	24.1% (20)	16.9% (14)	7.2% (6)	3.25	83
Conveys administrative expectations in a clear manner	13.3% (11)	13.3% (11)	25.3% (21)	19.3% (16)	16.9% (14)	12.0% (10)	3.15	83
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	19.3% (16)	24.1% (20)	16.9% (14)	15.7% (13)	13.3% (11)	10.8% (9)	2.77	83
Implements new initiatives which are logical extensions of existing programs	14.5% (12)	16.9% (14)	21.7% (18)	20.5% (17)	13.3% (11)	13.3% (11)	3.01	83
Dedicates appropriate resources to assure success of an assignment	12.0% (10)	22.9% (19)	28.9% (24)	18.1% (15)	13.3% (11)	4.8% (4)	2.97	83
	answered question							83
	skipped question							19

6. Any comments regarding your dean?		
		Response Count
		16
	answered question	16
	skipped question	86

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	7.4% (6)	14.8% (12)	24.7% (20)	30.9% (25)	4.9% (4)	17.3% (14)	3.13	81
Federal funding for new and existing training grants	7.4% (6)	13.6% (11)	25.9% (21)	28.4% (23)	3.7% (3)	21.0% (17)	3.09	81
Private and foundation funding for research and development	9.9% (8)	25.9% (21)	27.2% (22)	17.3% (14)	3.7% (3)	16.0% (13)	2.75	81
	<i>answered question</i>							81
	<i>skipped question</i>							21



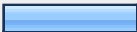
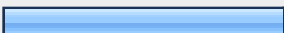


8. Please click the option that best indicates your opinion about how you rate the effectiveness of the Office of Sponsored Programs in support of:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Acquisition of extramural dollars for research and teaching infrastructure	4.9% (4)	12.3% (10)	24.7% (20)	14.8% (12)	6.2% (5)	37.0% (30)	3.08	81
Identification of relevant extramural funding opportunities in support of your personal research	7.4% (6)	11.1% (9)	22.2% (18)	16.0% (13)	9.9% (8)	33.3% (27)	3.15	81
Significant facilitation of writing grants and/or contracts for your personal research	12.5% (10)	8.8% (7)	22.5% (18)	13.8% (11)	7.5% (6)	35.0% (28)	2.92	80
	<i>answered question</i>							81
	<i>skipped question</i>							21



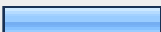


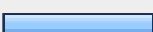
9. How satisfied are you with the assistance the Research Office provides in closing-out research projects?			
		Response Percent	Response Count
Very dissatisfied		3.7%	3
Dissatisfied		7.4%	6
Neutral		23.5%	19
Satisfied		19.8%	16
Very satisfied		6.2%	5
No opinion		39.5%	32
		<i>answered question</i>	81
		<i>skipped question</i>	21

10. Any comments on Section III?			
		Response Count	
		7	
		<i>answered question</i>	7
		<i>skipped question</i>	95

11. How would you rate the importance of teaching performance to you and your career development?				
			Response Percent	Response Count
Of no importance		1.3%	1	
Of little importance		7.6%	6	
Of medium importance		10.1%	8	
Somewhat important		21.5%	17	
Very important		59.5%	47	
No opinion		0.0%	0	
			answered question	79
			skipped question	23

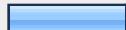
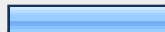
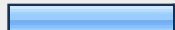
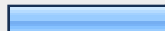


12. How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement?				
			Response Percent	Response Count
Way too little		3.8%	3	
Too little		34.2%	27	
Just right		51.9%	41	
Too much		2.5%	2	
Excessive		0.0%	0	
No opinion		7.6%	6	
			answered question	79
			skipped question	23






13. Are you provided with adequate and appropriate resources to teach effectively at USA?				
			Response Percent	Response Count
Very inadequate			7.6%	6
Inadequate			13.9%	11
Neutral			20.3%	16
Adequate			43.0%	34
Better than adequate			12.7%	10
No opinion			2.5%	2
			<i>answered question</i>	79
			<i>skipped question</i>	23

14. Do current faculty teaching loads hinder the university's research mission?				
			Response Percent	Response Count
Not at all			21.5%	17
A little			13.9%	11
Somewhat			24.1%	19
A lot			12.7%	10
Very much so			5.1%	4
No opinion			22.8%	18
			<i>answered question</i>	79
			<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		0.0%	0
Of little importance		6.3%	5
Neutral		21.5%	17
Important		22.8%	18
Very important		48.1%	38
No opinion		1.3%	1
<i>answered question</i>			79
<i>skipped question</i>			23

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		3.8%	3
Little emphasis		22.8%	18
Just right		44.3%	35
Much emphasis		13.9%	11
Excessive emphasis		5.1%	4
No opinion		10.1%	8
<i>answered question</i>			79
<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		17.7%	14
Inadequate		24.1%	19
Neutral		25.3%	20
Adequate		24.1%	19
More than adequate		3.8%	3
No opinion		5.1%	4
		<i>answered question</i>	79
		<i>skipped question</i>	23


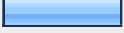

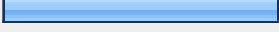


18. Are you provided with adequate resources to travel to meetings to present your work, and to partake in professional development activities?			
		Response Percent	Response Count
Very inadequate		43.0%	34
Inadequate		25.3%	20
Neutral		13.9%	11
Adequate		15.2%	12
More than adequate		0.0%	0
No opinion		2.5%	2
		<i>answered question</i>	79
		<i>skipped question</i>	23


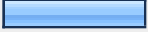
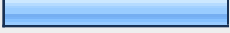



19. Are you encouraged to participate in regional and national professional meetings?			
		Response Percent	Response Count
Not at all		22.8%	18
A little		19.0%	15
Somewhat		32.9%	26
A lot		17.7%	14
Very much so		6.3%	5
No opinion		1.3%	1
		answered question	79
		skipped question	23



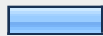


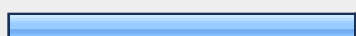
20. Are you completely reimbursed for travel expenses?			
		Response Percent	Response Count
<20%		38.0%	30
20-49%		8.9%	7
50-79%		8.9%	7
80-95%		13.9%	11
>95%		19.0%	15
Not applicable		11.4%	9
		answered question	79
		skipped question	23




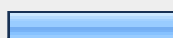


21. How would you rate the importance of institutional service to you and your career development?				
			Response Percent	Response Count
Of no importance		1.3%	1	
Of little importance		8.9%	7	
Neutral		12.7%	10	
Important		44.3%	35	
Very important		29.1%	23	
No opinion		3.8%	3	
			<i>answered question</i>	79
			<i>skipped question</i>	23



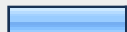
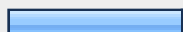

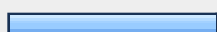
22. How much emphasis do faculty leaders and administrators at USA place on institutional service for career advancement?				
			Response Percent	Response Count
Too little emphasis		5.1%	4	
Little emphasis		19.0%	15	
Medium emphasis		48.1%	38	
A lot of emphasis		13.9%	11	
Excessive emphasis		2.5%	2	
No opinion		11.4%	9	
			<i>answered question</i>	79
			<i>skipped question</i>	23



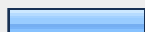
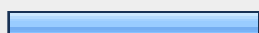

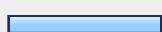
23. Are you provided adequate time and resources to engage in institutional service at USA?			
		Response Percent	Response Count
Very inadequate		7.7%	6
Inadequate		17.9%	14
Neutral		23.1%	18
Adequate		42.3%	33
Very adequate		1.3%	1
No opinion		7.7%	6
		answered question	78
		skipped question	24


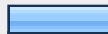
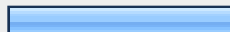

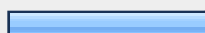

24. Are you satisfied with the process of recruitment of chairs and faculty?			
		Response Percent	Response Count
Very dissatisfied		10.1%	8
Dissatisfied		21.5%	17
Neutral		34.2%	27
Satisfied		25.3%	20
Very satisfied		1.3%	1
No opinion		7.6%	6
		answered question	79
		skipped question	23

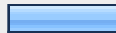
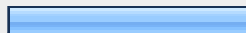
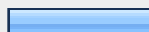



25. Are you satisfied with the mid-tenure review and feedback process?			
		Response Percent	Response Count
Very dissatisfied		2.5%	2
Dissatisfied		5.1%	4
Neutral		13.9%	11
Satisfied		24.1%	19
Very satisfied		1.3%	1
No opinion		53.2%	42
		<i>answered question</i>	79
		<i>skipped question</i>	23




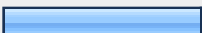


26. Is the tenure process in your college fair?			
		Response Percent	Response Count
Extremely unfair		1.3%	1
Unfair		5.1%	4
Neutral		12.7%	10
Fair		25.3%	20
Extremely fair		6.3%	5
No Opinion		49.4%	39
		<i>answered question</i>	79
		<i>skipped question</i>	23

27. Are the expectations for tenure clearly known and formally documented for your college?			
		Response Percent	Response Count
Very poorly defined		1.3%	1
Not very well defined		12.7%	10
Neutral		17.7%	14
Well defined		26.6%	21
Very well defined		10.1%	8
No Opinion		31.6%	25
		<i>answered question</i>	79
		<i>skipped question</i>	23

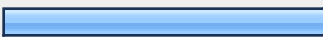
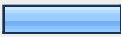



28. Is the promotion process in your college fair?			
		Response Percent	Response Count
Extremely unfair		1.3%	1
Unfair		5.1%	4
Neutral		20.5%	16
Fair		38.5%	30
Extremely fair		11.5%	9
No Opinion		23.1%	18
		<i>answered question</i>	78
		<i>skipped question</i>	24

29. Are you fairly compensated with respect to your colleagues at USA?				
			Response Percent	Response Count
Very unfairly			3.8%	3
Unfairly			15.2%	12
Average			34.2%	27
Somewhat fairly			8.9%	7
Fairly			30.4%	24
No Opinion			7.6%	6
			<i>answered question</i>	79
			<i>skipped question</i>	23

30. Are you fairly compensated with respect to national standards?				
			Response Percent	Response Count
Very unfairly			16.5%	13
Unfairly			36.7%	29
Average			21.5%	17
Somewhat fairly			12.7%	10
Fairly			7.6%	6
No Opinion			5.1%	4
			<i>answered question</i>	79
			<i>skipped question</i>	23

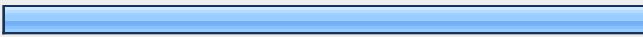

31. Does your college provide adequate and appropriate technological support for your computer needs?			
		Response Percent	Response Count
Very inadequate		10.1%	8
Inadequate		35.4%	28
Neutral		11.4%	9
Adequate		30.4%	24
Better than adequate		10.1%	8
On opinion		2.5%	2
		answered question	79
		skipped question	23

32. Any comments on Section IV?			
			Response Count
			12
			answered question
			12
			skipped question
			90

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?		49.4%	39
Remain at USA with significant change in duties?		17.7%	14
Move to another institution?		13.9%	11
Move to non-academic employment?		5.1%	4
No opinion		13.9%	11
<i>answered question</i>			79
<i>skipped question</i>			23

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?	6.3% (5)	19.0% (15)	21.5% (17)	41.8% (33)	8.9% (7)	2.5% (2)	3.29
The degree of academic freedom you have within the classroom?	1.3% (1)	3.8% (3)	11.4% (9)	30.4% (24)	30.4% (24)	22.8% (18)	4.10
The amount of freedom you have at USA to express your opinions regarding University policies and procedures?	3.8% (3)	12.7% (10)	36.7% (29)	22.8% (18)	10.1% (8)	13.9% (11)	3.26
<i>answered question</i>							
<i>skipped question</i>							

35. Any comments on Section VI?		
		Response Count
		5
<i>answered question</i>		5
<i>skipped question</i>		97

36. Are you currently or have you been involved in distance learning (totally online course)?			
		Response Percent	Response Count
No		98.7%	76
Yes		1.3%	1
<i>answered question</i>			77
<i>skipped question</i>			25

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.	2.6% (2)	7.7% (6)	9.0% (7)	3.8% (3)	1.3% (1)	75.6% (59)	2.74	
There is adequate time allotted to develop and teach distance learning courses.	2.6% (2)	12.8% (10)	10.3% (8)	2.6% (2)	1.3% (1)	70.5% (55)	2.57	
There is adequate technical support for distance learning courses.	3.8% (3)	6.4% (5)	9.0% (7)	3.8% (3)	2.6% (2)	74.4% (58)	2.80	
There are adequate professional opportunities in distance learning.	3.8% (3)	6.4% (5)	11.5% (9)	3.8% (3)	1.3% (1)	73.1% (57)	2.71	
<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>	101

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.	11.4% (9)	22.8% (18)	32.9% (26)	20.3% (16)	3.8% (3)	8.9% (7)	3.09	
There are adequate rewards for acting as a mentor in my college.	17.7% (14)	31.6% (25)	22.8% (18)	10.1% (8)	2.5% (2)	15.2% (12)	2.94	
Mentoring new faculty is important and should be a priority for USA.	0.0% (0)	3.8% (3)	12.7% (10)	35.4% (28)	44.3% (35)	3.8% (3)	4.32	
	<i>answered question</i>							
	<i>skipped question</i>							

40. Any comments on Section VII?		Response Count
		6
	<i>answered question</i>	6
	<i>skipped question</i>	96

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.	2.5% (2)	13.9% (11)	29.1% (23)	35.4% (28)	6.3% (5)	12.7% (10)	3.67		
Evaluations of teaching are used appropriately in the annual review process.	2.5% (2)	8.9% (7)	24.1% (19)	38.0% (30)	8.9% (7)	17.7% (14)	3.95		
Evaluating teaching is important and should be a priority for USA	0.0% (0)	1.3% (1)	11.4% (9)	54.4% (43)	26.6% (21)	6.3% (5)	4.25		
	<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>	100

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.	1.3% (1)	19.7% (15)	28.9% (22)	15.8% (12)	3.9% (3)	30.3% (23)	3.02		
Members of the Senate promote faculty interest effectively.	2.6% (2)	11.7% (9)	32.5% (25)	22.1% (17)	5.2% (4)	26.0% (20)	3.21		
The USA Board of Trustees serves as an effective governing body for the institution.	5.2% (4)	15.6% (12)	35.1% (27)	20.8% (16)	2.6% (2)	20.8% (16)	3.00		
The USA Foundation Board serves as an effective body in managing USA's endowment.	18.2% (14)	20.8% (16)	27.3% (21)	10.4% (8)	6.5% (5)	16.9% (13)	2.59		
The USA Foundation Board serves as an effective body in supporting the USA mission and goals.	16.9% (13)	22.1% (17)	28.6% (22)	9.1% (7)	6.5% (5)	16.9% (13)	2.59		
	<i>answered question</i>								
	<i>skipped question</i>								

44. Any comments on Section VII?		
		Response Count
		3
	<i>answered question</i>	3
	<i>skipped question</i>	99

45. Additional comments on topics not covered in this survey?		
		Response Count
		5
	<i>answered question</i>	5
	<i>skipped question</i>	97