


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		0.0%	0
Nursing		100.0%	33
No comment		0.0%	0
		<i>answered question</i>	33
		<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)	0.0% (0)	0.0% (0)	3.3% (1)	30.0% (9)	66.7% (20)	0.0% (0)	4.63	30
Senior Vice-President for Academic Affairs (Johnson)	0.0% (0)	0.0% (0)	0.0% (0)	28.6% (8)	42.9% (12)	28.6% (8)	4.60	28
Vice-President for Health Sciences (Franks)	3.4% (1)	0.0% (0)	3.4% (1)	37.9% (11)	51.7% (15)	3.4% (1)	4.39	29
Vice-President for Research (Lea)	0.0% (0)	0.0% (0)	3.6% (1)	17.9% (5)	32.1% (9)	46.4% (13)	4.53	28
	<i>answered question</i>							30
	<i>skipped question</i>							3

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	0.0% (0)	0.0% (0)	10.0% (3)	30.0% (9)	60.0% (18)	0.0% (0)	4.50	30
Honors promises and commitments	0.0% (0)	0.0% (0)	16.7% (5)	26.7% (8)	53.3% (16)	3.3% (1)	4.38	30
Is professional in relations with faculty	0.0% (0)	0.0% (0)	13.3% (4)	26.7% (8)	60.0% (18)	0.0% (0)	4.47	30
Fairly and consistently enacts university policy	0.0% (0)	0.0% (0)	23.3% (7)	20.0% (6)	53.3% (16)	3.3% (1)	4.31	30
Informs faculty of developments critical to mission of university	0.0% (0)	3.3% (1)	13.3% (4)	20.0% (6)	63.3% (19)	0.0% (0)	4.43	30
Incorporates faculty input into decisions concerning matters vital to the mission of the university	3.3% (1)	10.0% (3)	20.0% (6)	36.7% (11)	23.3% (7)	6.7% (2)	3.71	30
Dedicates appropriate resources to fulfillment of university mission	3.3% (1)	3.3% (1)	20.0% (6)	30.0% (9)	40.0% (12)	3.3% (1)	4.03	30
Responds to crisis with appropriate measures	3.3% (1)	0.0% (0)	20.0% (6)	26.7% (8)	46.7% (14)	3.3% (1)	4.17	30
	answered question							30
	skipped question							3





4. Any comments regarding the President or Vice-presidents?		
		Response Count
		6
	answered question	6
	skipped question	27

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	0.0% (0)	6.7% (2)	13.3% (4)	26.7% (8)	53.3% (16)	0.0% (0)	4.27	30
Honors promises and commitments	3.3% (1)	3.3% (1)	20.0% (6)	20.0% (6)	46.7% (14)	6.7% (2)	4.11	30
Is professional in evaluating the performance of co-workers	0.0% (0)	6.7% (2)	20.0% (6)	16.7% (5)	43.3% (13)	13.3% (4)	4.12	30
Informs faculty of developments critical to accomplishment of the mission of the unit	0.0% (0)	6.9% (2)	20.7% (6)	13.8% (4)	58.6% (17)	0.0% (0)	4.24	29
Conveys administrative expectations in a clear manner	0.0% (0)	10.3% (3)	13.8% (4)	20.7% (6)	48.3% (14)	6.9% (2)	4.15	29
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	10.0% (3)	13.3% (4)	13.3% (4)	23.3% (7)	33.3% (10)	6.7% (2)	3.61	30
Implements new initiatives which are logical extensions of existing programs	3.4% (1)	10.3% (3)	10.3% (3)	20.7% (6)	48.3% (14)	6.9% (2)	4.07	29
Dedicates appropriate resources to assure success of an assignment	10.0% (3)	10.0% (3)	6.7% (2)	20.0% (6)	43.3% (13)	10.0% (3)	3.85	30
	answered question							30
	skipped question							3

6. Any comments regarding your dean?		
		Response Count
		3
	answered question	3
	skipped question	30

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	0.0% (0)	6.9% (2)	6.9% (2)	37.9% (11)	41.4% (12)	6.9% (2)	4.22	29
Federal funding for new and existing training grants	0.0% (0)	3.4% (1)	3.4% (1)	31.0% (9)	55.2% (16)	6.9% (2)	4.48	29
Private and foundation funding for research and development	0.0% (0)	10.3% (3)	6.9% (2)	31.0% (9)	34.5% (10)	17.2% (5)	4.08	29
	<i>answered question</i>							29
	<i>skipped question</i>							4

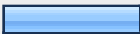


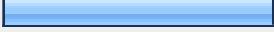
8. Please click the option that best indicates your opinion about how you rate the effectiveness of the Office of Sponsored Programs in support of:								
	Very poor		Average		Excellent	No opinion	Rating Average	Response Count
Acquisition of extramural dollars for research and teaching infrastructure	0.0% (0)	0.0% (0)	27.6% (8)	24.1% (7)	24.1% (7)	24.1% (7)	3.95	29
Identification of relevant extramural funding opportunities in support of your personal research	0.0% (0)	3.4% (1)	24.1% (7)	20.7% (6)	24.1% (7)	27.6% (8)	3.90	29
Significant facilitation of writing grants and/or contracts for your personal research	0.0% (0)	3.6% (1)	25.0% (7)	28.6% (8)	21.4% (6)	21.4% (6)	3.86	28
	<i>answered question</i>							29
	<i>skipped question</i>							4



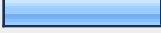

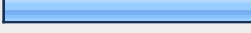

9. How satisfied are you with the assistance the Research Office provides in closing-out research projects?			
		Response Percent	Response Count
Very dissatisfied		0.0%	0
Dissatisfied		0.0%	0
Neutral		13.8%	4
Satisfied		24.1%	7
Very satisfied		20.7%	6
No opinion		41.4%	12
		<i>answered question</i>	29
		<i>skipped question</i>	4

10. Any comments on Section III?			
			Response Count
			1
		<i>answered question</i>	1
		<i>skipped question</i>	32

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		3.4%	1
Of medium importance		0.0%	0
Somewhat important		0.0%	0
Very important		96.6%	28
No opinion		0.0%	0
<i>answered question</i>			29
<i>skipped question</i>			4

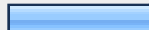
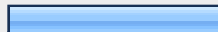
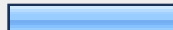


12. How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement?			
		Response Percent	Response Count
Way too little		3.6%	1
Too little		39.3%	11
Just right		42.9%	12
Too much		3.6%	1
Excessive		7.1%	2
No opinion		3.6%	1
<i>answered question</i>			28
<i>skipped question</i>			5







13. Are you provided with adequate and appropriate resources to teach effectively at USA?			
		Response Percent	Response Count
Very inadequate		0.0%	0
Inadequate		20.7%	6
Neutral		6.9%	2
Adequate		31.0%	9
Better than adequate		41.4%	12
No opinion		0.0%	0
<i>answered question</i>			29
<i>skipped question</i>			4

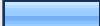


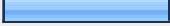
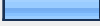
14. Do current faculty teaching loads hinder the university's research mission?			
		Response Percent	Response Count
Not at all		6.9%	2
A little		13.8%	4
Somewhat		24.1%	7
A lot		6.9%	2
Very much so		37.9%	11
No opinion		10.3%	3
<i>answered question</i>			29
<i>skipped question</i>			4


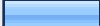


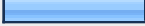

15. How would you rate the importance of research or creative work to your personal career satisfaction?			
		Response Percent	Response Count
Of no importance		0.0%	0
Of little importance		3.6%	1
Neutral		7.1%	2
Important		57.1%	16
Very important		32.1%	9
No opinion		0.0%	0
<i>answered question</i>			28
<i>skipped question</i>			5

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		3.6%	1
Little emphasis		25.0%	7
Just right		17.9%	5
Much emphasis		42.9%	12
Excessive emphasis		3.6%	1
No opinion		7.1%	2
<i>answered question</i>			28
<i>skipped question</i>			5

17. Are you provided adequate time and resources to conduct research or creative work at USA?				
			Response Percent	Response Count
Very inadequate		21.4%	6	
Inadequate		32.1%	9	
Neutral		25.0%	7	
Adequate		10.7%	3	
More than adequate		0.0%	0	
No opinion		10.7%	3	
			answered question	28
			skipped question	5


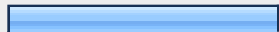
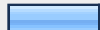
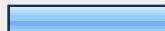


18. Are you provided with adequate resources to travel to meetings to present your work, and to partake in professional development activities?				
			Response Percent	Response Count
Very inadequate		14.3%	4	
Inadequate		46.4%	13	
Neutral		10.7%	3	
Adequate		7.1%	2	
More than adequate		14.3%	4	
No opinion		7.1%	2	
			answered question	28
			skipped question	5


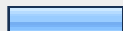

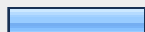

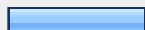
19. Are you encouraged to participate in regional and national professional meetings?			
		Response Percent	Response Count
Not at all		14.3%	4
A little		21.4%	6
Somewhat		25.0%	7
A lot		25.0%	7
Very much so		14.3%	4
No opinion		0.0%	0
		<i>answered question</i>	28
		<i>skipped question</i>	5



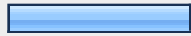
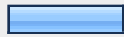

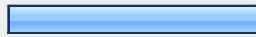
20. Are you completely reimbursed for travel expenses?			
		Response Percent	Response Count
<20%		14.3%	4
20-49%		14.3%	4
50-79%		17.9%	5
80-95%		21.4%	6
>95%		21.4%	6
Not applicable		10.7%	3
		<i>answered question</i>	28
		<i>skipped question</i>	5




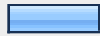
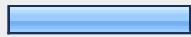
21. How would you rate the importance of institutional service to you and your career development?			
		Response Percent	Response Count
Of no importance		0.0%	0
Of little importance		3.4%	1
Neutral		13.8%	4
Important		51.7%	15
Very important		31.0%	9
No opinion		0.0%	0
<i>answered question</i>			29
<i>skipped question</i>			4

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		6.9%	2
Little emphasis		10.3%	3
Medium emphasis		51.7%	15
A lot of emphasis		17.2%	5
Excessive emphasis		10.3%	3
No opinion		3.4%	1
<i>answered question</i>			29
<i>skipped question</i>			4

23. Are you provided adequate time and resources to engage in institutional service at USA?			
		Response Percent	Response Count
Very inadequate		10.3%	3
Inadequate		41.4%	12
Neutral		13.8%	4
Adequate		24.1%	7
Very adequate		6.9%	2
No opinion		3.4%	1
		answered question	29
		skipped question	4


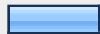
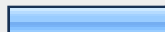

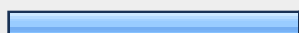

24. Are you satisfied with the process of recruitment of chairs and faculty?			
		Response Percent	Response Count
Very dissatisfied		6.9%	2
Dissatisfied		17.2%	5
Neutral		24.1%	7
Satisfied		20.7%	6
Very satisfied		10.3%	3
No opinion		20.7%	6
		answered question	29
		skipped question	4


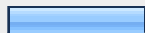
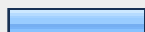


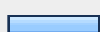
25. Are you satisfied with the mid-tenure review and feedback process?			
		Response Percent	Response Count
Very dissatisfied		3.4%	1
Dissatisfied		6.9%	2
Neutral		27.6%	8
Satisfied		17.2%	5
Very satisfied		6.9%	2
No opinion		37.9%	11
		<i>answered question</i>	29
		<i>skipped question</i>	4




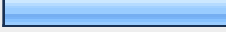
26. Is the tenure process in your college fair?			
		Response Percent	Response Count
Extremely unfair		0.0%	0
Unfair		17.2%	5
Neutral		31.0%	9
Fair		10.3%	3
Extremely fair		13.8%	4
No Opinion		27.6%	8
		<i>answered question</i>	29
		<i>skipped question</i>	4

27. Are the expectations for tenure clearly known and formally documented for your college?			
		Response Percent	Response Count
Very poorly defined		6.9%	2
Not very well defined		24.1%	7
Neutral		27.6%	8
Well defined		24.1%	7
Very well defined		6.9%	2
No Opinion		10.3%	3
		<i>answered question</i>	29
		<i>skipped question</i>	4





28. Is the promotion process in your college fair?			
		Response Percent	Response Count
Extremely unfair		0.0%	0
Unfair		20.7%	6
Neutral		27.6%	8
Fair		24.1%	7
Extremely fair		10.3%	3
No Opinion		17.2%	5
		<i>answered question</i>	29
		<i>skipped question</i>	4

29. Are you fairly compensated with respect to your colleagues at USA?			
		Response Percent	Response Count
Very unfairly		6.9%	2
Unfairly		13.8%	4
Average		24.1%	7
Somewhat fairly		6.9%	2
Fairly		44.8%	13
No Opinion		3.4%	1
		<i>answered question</i>	29
		<i>skipped question</i>	4

30. Are you fairly compensated with respect to national standards?			
		Response Percent	Response Count
Very unfairly		6.9%	2
Unfairly		20.7%	6
Average		20.7%	6
Somewhat fairly		10.3%	3
Fairly		27.6%	8
No Opinion		13.8%	4
		<i>answered question</i>	29
		<i>skipped question</i>	4


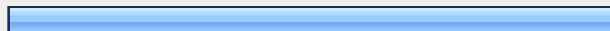
31. Does your college provide adequate and appropriate technological support for your computer needs?			
		Response Percent	Response Count
Very inadequate		0.0%	0
Inadequate		10.3%	3
Neutral		13.8%	4
Adequate		41.4%	12
Better than adequate		34.5%	10
On opinion		0.0%	0
<i>answered question</i>			29
<i>skipped question</i>			4

32. Any comments on Section IV?			
			Response Count
			2
<i>answered question</i>			2
<i>skipped question</i>			31

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?		65.5%	19
Remain at USA with significant change in duties?		24.1%	7
Move to another institution?		6.9%	2
Move to non-academic employment?		3.4%	1
No opinion		0.0%	0
<i>answered question</i>			29
<i>skipped question</i>			4

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?	6.9% (2)	13.8% (4)	20.7% (6)	31.0% (9)	27.6% (8)	0.0% (0)	3.59
The degree of academic freedom you have within the classroom?	17.2% (5)	6.9% (2)	13.8% (4)	37.9% (11)	24.1% (7)	0.0% (0)	3.45
The amount of freedom you have at USA to express your opinions regarding University policies and procedures?	10.3% (3)	17.2% (5)	13.8% (4)	27.6% (8)	27.6% (8)	3.4% (1)	3.46
<i>answered question</i>							
<i>skipped question</i>							

35. Any comments on Section VI?		Response Count
		1
<i>answered question</i>		1
<i>skipped question</i>		32

36. Are you currently or have you been involved in distance learning (totally online course)?			Response Percent	Response Count
No			7.1%	2
Yes			92.9%	26
<i>answered question</i>				28
<i>skipped question</i>				5

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.	6.9% (2)	13.8% (4)	10.3% (3)	20.7% (6)	44.8% (13)	3.4% (1)	3.86	
There is adequate time allotted to develop and teach distance learning courses.	20.7% (6)	27.6% (8)	17.2% (5)	10.3% (3)	20.7% (6)	3.4% (1)	2.82	
There is adequate technical support for distance learning courses.	6.9% (2)	13.8% (4)	6.9% (2)	34.5% (10)	34.5% (10)	3.4% (1)	3.79	
There are adequate professional opportunities in distance learning.	6.9% (2)	6.9% (2)	6.9% (2)	31.0% (9)	41.4% (12)	6.9% (2)	4.00	
<i>answered question</i>								
<i>skipped question</i>								

38. Any comments on Section VI?		Response Count
		2
	<i>answered question</i>	2
	<i>skipped question</i>	31

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.	20.7% (6)	41.4% (12)	17.2% (5)	10.3% (3)	10.3% (3)	0.0% (0)	2.48	
There are adequate rewards for acting as a mentor in my college.	31.0% (9)	34.5% (10)	6.9% (2)	13.8% (4)	10.3% (3)	3.4% (1)	2.48	
Mentoring new faculty is important and should be a priority for USA.	3.4% (1)	0.0% (0)	3.4% (1)	17.2% (5)	75.9% (22)	0.0% (0)	4.62	
	<i>answered question</i>							
	<i>skipped question</i>							

40. Any comments on Section VII?		Response Count
		1
	<i>answered question</i>	1
	<i>skipped question</i>	32

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.	10.3% (3)	10.3% (3)	20.7% (6)	31.0% (9)	17.2% (5)	10.3% (3)	3.66		
Evaluations of teaching are used appropriately in the annual review process.	13.8% (4)	10.3% (3)	17.2% (5)	24.1% (7)	20.7% (6)	13.8% (4)	3.69		
Evaluating teaching is important and should be a priority for USA	0.0% (0)	0.0% (0)	0.0% (0)	41.4% (12)	58.6% (17)	0.0% (0)	4.59		
	<i>answered question</i>								
	<i>skipped question</i>								

42. Any comments on Section VIII?		
		Response Count
		0
	<i>answered question</i>	0
	<i>skipped question</i>	33

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.	0.0% (0)	17.2% (5)	6.9% (2)	55.2% (16)	13.8% (4)	6.9% (2)	3.70		
Members of the Senate promote faculty interest effectively.	0.0% (0)	10.3% (3)	17.2% (5)	51.7% (15)	13.8% (4)	6.9% (2)	3.74		
The USA Board of Trustees serves as an effective governing body for the institution.	0.0% (0)	3.4% (1)	17.2% (5)	44.8% (13)	13.8% (4)	20.7% (6)	3.87		
The USA Foundation Board serves as an effective body in managing USA's endowment.	0.0% (0)	13.8% (4)	27.6% (8)	13.8% (4)	24.1% (7)	20.7% (6)	3.61		
The USA Foundation Board serves as an effective body in supporting the USA mission and goals.	0.0% (0)	13.8% (4)	31.0% (9)	13.8% (4)	20.7% (6)	20.7% (6)	3.52		
	<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>	33

45. Additional comments on topics not covered in this survey?		Response Count
		3
	<i>answered question</i>	3
	<i>skipped question</i>	30