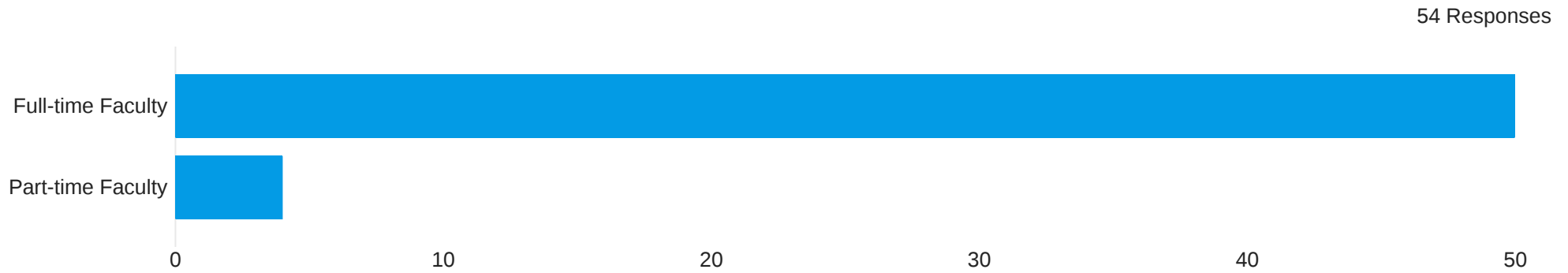


## 2023 MUW Faculty Satisfaction Survey Report

Response Rate: 60 of 147 or 41%

Response rate calculated using population surveyed via email and the highest number of respondents to a question, excluding the Captcha question and the faculty position question (Q2).

### Q2 - What is your position with the university?



Field	Choice Count
Full-time Faculty	50
Part-time Faculty	4
<b>Total</b>	<b>54</b>

### Q3 - Please rate the following statements according to their accuracy.

Field	60 Responses											
	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total	
MUW uses a well-defined process to establish, evaluate, and change its university goals.	34%	20	52%	30	7%	4	5%	3	2%	1	58	
I am aware of how the university planning processes work.	26%	15	55%	32	16%	9	3%	2	0%	0	58	
The university planning processes are guided by MUW's mission.	36%	21	49%	29	5%	3	7%	4	3%	2	59	
The President actively encourages the planning process.	46%	27	42%	25	5%	3	2%	1	5%	3	59	
I actively participate in the planning process of my department.	54%	32	37%	22	8%	5	0%	0	0%	0	59	
My department regularly formulates outcomes with achievement targets for the unit.	58%	34	34%	20	8%	5	0%	0	0%	0	59	
The outcomes with achievement targets of my department are consistent with its mission.	56%	33	39%	23	3%	2	0%	0	2%	1	59	
The outcomes with achievement targets formulated by my department are consistent with the university's mission.	54%	32	42%	25	2%	1	0%	0	2%	1	59	
The results of the evaluation of my department's outcomes with achievement targets are used to improve the department.	53%	31	39%	23	7%	4	0%	0	2%	1	59	
The educational effectiveness of individual courses and/or program areas in my department is measured by multiple means of assessment.	53%	31	39%	23	3%	2	2%	1	3%	2	59	
Budget preparation and implementation at MUW are preceded by sound planning.	19%	11	53%	30	12%	7	7%	4	9%	5	57	
Budget preparation and implementation at MUW reflect the university's mission.	22%	13	50%	29	10%	6	5%	3	12%	7	58	

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
I have input into decisions that affect the instructional budget.	18%	10	44%	25	21%	12	9%	5	9%	5	57
The university provides sufficient funds for the operation of the academic programs.	15%	9	49%	29	25%	15	10%	6	0%	0	59
Adequate policies exist to protect faculty from assuming or being assigned duties which would interfere with the quality of teaching responsibilities.	24%	14	48%	28	21%	12	3%	2	3%	2	58
Faculty teaching loads are reasonable.	20%	12	64%	38	14%	8	2%	1	0%	0	59
The faculty salary levels and total compensation program are adequate to assure positive faculty morale and motivation.	2%	1	32%	19	31%	18	36%	21	0%	0	59
MUW faculty are rewarded for improving their levels of education and training.	7%	4	38%	23	28%	17	18%	11	8%	5	60
The number of advisees assigned to faculty is reasonable.	22%	13	54%	32	17%	10	2%	1	5%	3	59
I discuss career goals with my advisees.	47%	28	46%	27	0%	0	0%	0	7%	4	59
The primary responsibility for the educational programs at the university resides with the faculty.	45%	27	40%	24	12%	7	2%	1	2%	1	60
The university has an appropriate number of full -time faculty to support its mission.	22%	13	42%	25	25%	15	7%	4	3%	2	59
The university has procedures for fair and reasonable assignment of faculty to committees.	22%	13	57%	33	14%	8	3%	2	3%	2	58
The university has procedures for fair and reasonable assignment of faculty to work with student organizations.	21%	12	53%	31	10%	6	5%	3	10%	6	58
The criteria used in the evaluation of faculty are consistent with the goals and the mission of the university.	31%	18	62%	36	3%	2	3%	2	0%	0	58
My courses are regularly evaluated by students.	65%	39	35%	21	0%	0	0%	0	0%	0	60

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
At least once a year, my job performance is evaluated by my supervisor.	62%	37	35%	21	3%	2	0%	0	0%	0	60
At least once a year, my job performance is evaluated by those whom I supervise.	30%	18	20%	12	5%	3	2%	1	43%	26	60
I was given the opportunity to give and receive feedback on my annual performance evaluation with my supervisor.	57%	34	43%	26	0%	0	0%	0	0%	0	60
I routinely make changes in my job performance based upon evaluations.	60%	36	32%	19	3%	2	0%	0	5%	3	60
MUW provides for its students a learning environment in which scholarly and creative achievement is encouraged.	47%	28	46%	27	7%	4	0%	0	0%	0	59
Experimentation with methods to improve instruction is encouraged.	41%	24	53%	31	5%	3	0%	0	0%	0	58
I have access to the equipment I need to be an effective instructor.	25%	15	61%	36	7%	4	7%	4	0%	0	59
I have access to the software I need to be an effective instructor.	29%	17	59%	35	8%	5	3%	2	0%	0	59
The university provides adequate technology resources.	31%	18	49%	29	12%	7	8%	5	0%	0	59
The university provides adequate instructional materials/equipment.	26%	15	56%	32	11%	6	7%	4	0%	0	57
The university supports online course delivery through faculty training and allocation of resources.	25%	15	55%	33	12%	7	7%	4	2%	1	60
The university provides adequate physical facilities.	25%	14	47%	27	19%	11	9%	5	0%	0	57
The university encourages faculty to participate in membership and leadership activities in their disciplines.	29%	17	56%	33	12%	7	3%	2	0%	0	59
The university supports research and professional activities.	31%	18	56%	33	10%	6	3%	2	0%	0	59

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
The university supports the writing, submission, and reporting of grants.	20%	12	46%	27	15%	9	7%	4	12%	7	59
The university has adequate library/learning resources.	39%	23	58%	34	3%	2	0%	0	0%	0	59
The library's hours of operation are adequate.	38%	22	62%	36	0%	0	0%	0	0%	0	58
The library has an adequate physical facility to house the necessary library resources.	38%	22	60%	35	2%	1	0%	0	0%	0	58
The library collections are adequate to meet my instructional needs.	31%	18	62%	36	5%	3	0%	0	2%	1	58
I am familiar with MUW's policy and procedures for handling persons with weapons on campus.	36%	21	53%	31	9%	5	2%	1	0%	0	58
I am familiar with MUW's policy about alcohol and drugs on campus.	41%	24	57%	33	2%	1	0%	0	0%	0	58
MUW conducts regular practice drills to prepare for emergency situations.	25%	14	55%	31	14%	8	2%	1	4%	2	56
Sufficient exterior lighting exists for safety.	22%	13	59%	34	10%	6	5%	3	3%	2	58
I feel safe and secure on the MUW campus.	25%	15	69%	41	5%	3	0%	0	0%	0	59
I am aware that the University has a Behavioral Intervention Team (BIT).	45%	26	53%	31	2%	1	0%	0	0%	0	58
I am aware that the university has a policy that prohibits sexual misconduct.	53%	31	45%	26	2%	1	0%	0	0%	0	58
I am aware that the university has a designated person to coordinate the university's efforts to eliminate sexual misconduct on campus.	50%	29	47%	27	2%	1	0%	0	2%	1	58
I am aware that the university's policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.	53%	31	47%	27	0%	0	0%	0	0%	0	58

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
I am aware that I am responsible for reporting sexual misconduct of which I have been informed or have witnessed to the University's Title IX Coordinator.	52%	30	47%	27	2%	1	0%	0	0%	0	58
I believe that the university contributes to the needs of the community through service or public outreach.	33%	19	57%	33	10%	6	0%	0	0%	0	58
I have participated in one or more public service activities during the past year.	47%	28	46%	27	2%	1	0%	0	5%	3	59
I believe there is diversity among my peers at the university.	36%	21	48%	28	14%	8	2%	1	0%	0	58
I am aware of MUW's equipment and inventory procedures.	28%	16	52%	30	10%	6	2%	1	9%	5	58
I am familiar with the requirements of federal law on the privacy of student records.	53%	31	45%	26	0%	0	2%	1	0%	0	58
Faculty are adequately informed regarding academic freedom policies.	29%	17	50%	29	17%	10	3%	2	0%	0	58
Overall, the Office of the Registrar supports faculty needs (including student degree audits, online change of major forms, etc.)	33%	19	60%	35	5%	3	2%	1	0%	0	58
University Relations' internal newsletters, web and social media postings and media boards increase my awareness of MUW's programs and offerings.	33%	19	55%	32	7%	4	5%	3	0%	0	58
The content and design of MUW publications produced and distributed by MUW are accurate and consistent in describing the university.	36%	21	55%	32	7%	4	2%	1	0%	0	58

### Q3 - Please rate the following statements according to their accuracy.

							60 Responses
Field	Min	Max	Mean	Standard Deviation	Variance	Responses	
MUW uses a well-defined process to establish, evaluate, and change its university goals.	1	5	2	1	1	58	
I am aware of how the university planning processes work.	1	4	2	1	1	58	
The university planning processes are guided by MUW's mission.	1	5	2	1	1	59	
The President actively encourages the planning process.	1	5	2	1	1	59	
I actively participate in the planning process of my department.	1	3	2	1	0	59	
My department regularly formulates outcomes with achievement targets for the unit.	1	3	2	1	0	59	
The outcomes with achievement targets of my department are consistent with its mission.	1	5	2	1	1	59	
The outcomes with achievement targets formulated by my department are consistent with the university's mission.	1	5	2	1	0	59	
The results of the evaluation of my department's outcomes with achievement targets are used to improve the department.	1	5	2	1	1	59	
The educational effectiveness of individual courses and/or program areas in my department is measured by multiple means of assessment.	1	5	2	1	1	59	
Budget preparation and implementation at MUW are preceded by sound planning.	1	5	2	1	1	57	
Budget preparation and implementation at MUW reflect the university's mission.	1	5	2	1	2	58	
I have input into decisions that affect the instructional budget.	1	5	2	1	1	57	
The university provides sufficient funds for the operation of the academic programs.	1	4	2	1	1	59	
Adequate policies exist to protect faculty from assuming or being assigned duties which would interfere with the quality of teaching responsibilities.	1	5	2	1	1	58	
Faculty teaching loads are reasonable.	1	4	2	1	0	59	
The faculty salary levels and total compensation program are adequate to assure positive faculty morale and motivation.	1	4	3	1	1	59	
MUW faculty are rewarded for improving their levels of education and training.	1	5	3	1	1	60	

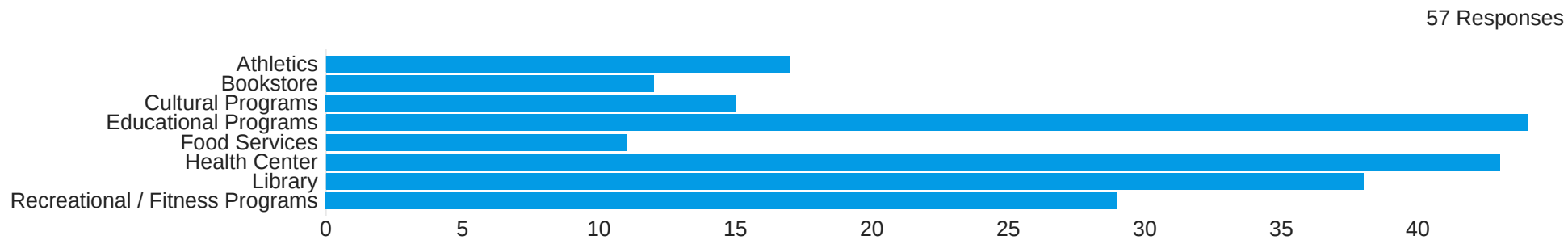
Field	Min	Max	Mean	Standard Deviation	Variance	Responses
The number of advisees assigned to faculty is reasonable.	1	5	2	1	1	59
I discuss career goals with my advisees.	1	5	2	1	1	59
The primary responsibility for the educational programs at the university resides with the faculty.	1	5	2	1	1	60
The university has an appropriate number of full -time faculty to support its mission.	1	5	2	1	1	59
The university has procedures for fair and reasonable assignment of faculty to committees.	1	5	2	1	1	58
The university has procedures for fair and reasonable assignment of faculty to work with student organizations.	1	5	2	1	1	58
The criteria used in the evaluation of faculty are consistent with the goals and the mission of the university.	1	4	2	1	0	58
My courses are regularly evaluated by students.	1	2	1	0	0	60
At least once a year, my job performance is evaluated by my supervisor.	1	3	1	1	0	60
At least once a year, my job performance is evaluated by those whom I supervise.	1	5	3	2	3	60
I was given the opportunity to give and receive feedback on my annual performance evaluation with my supervisor.	1	2	1	0	0	60
I routinely make changes in my job performance based upon evaluations.	1	5	2	1	1	60
MUW provides for its students a learning environment in which scholarly and creative achievement is encouraged.	1	3	2	1	0	59
Experimentation with methods to improve instruction is encouraged.	1	3	2	1	0	58
I have access to the equipment I need to be an effective instructor.	1	4	2	1	1	59
I have access to the software I need to be an effective instructor.	1	4	2	1	0	59
The university provides adequate technology resources.	1	4	2	1	1	59
The university provides adequate instructional materials/equipment.	1	4	2	1	1	57
The university supports online course delivery through faculty training and allocation of resources.	1	5	2	1	1	60
The university provides adequate physical facilities.	1	4	2	1	1	57
The university encourages faculty to participate in membership and leadership activities in their disciplines.	1	4	2	1	1	59



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
The university supports research and professional activities.	1	4	2	1	1	59
The university supports the writing, submission, and reporting of grants.	1	5	2	1	2	59
The university has adequate library/learning resources.	1	3	2	1	0	59
The library's hours of operation are adequate.	1	2	2	0	0	58
The library has an adequate physical facility to house the necessary library resources.	1	3	2	1	0	58
The library collections are adequate to meet my instructional needs.	1	5	2	1	0	58
I am familiar with MUW's policy and procedures for handling persons with weapons on campus.	1	4	2	1	0	58
I am familiar with MUW's policy about alcohol and drugs on campus.	1	3	2	1	0	58
MUW conducts regular practice drills to prepare for emergency situations.	1	5	2	1	1	56
Sufficient exterior lighting exists for safety.	1	5	2	1	1	58
I feel safe and secure on the MUW campus.	1	3	2	1	0	59
I am aware that the University has a Behavioral Intervention Team (BIT).	1	3	2	1	0	58
I am aware that the university has a policy that prohibits sexual misconduct.	1	3	1	1	0	58
I am aware that the university has a designated person to coordinate the university's efforts to eliminate sexual misconduct on campus.	1	5	2	1	0	58
I am aware that the university's policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.	1	2	1	0	0	58
I am aware that I am responsible for reporting sexual misconduct of which I have been informed or have witnessed to the University's Title IX Coordinator.	1	3	2	1	0	58
I believe that the university contributes to the needs of the community through service or public outreach.	1	3	2	1	0	58
I have participated in one or more public service activities during the past year.	1	5	2	1	1	59
I believe there is diversity among my peers at the university.	1	4	2	1	1	58
I am aware of MUW's equipment and inventory procedures.	1	5	2	1	1	58
I am familiar with the requirements of federal law on the privacy of student records.	1	4	2	1	0	58

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Faculty are adequately informed regarding academic freedom policies.	1	4	2	1	1	58
Overall, the Office of the Registrar supports faculty needs (including student degree audits, online change of major forms, etc.)	1	4	2	1	0	58
University Relations' internal newsletters, web and social media postings and media boards increase my awareness of MUW's programs and offerings.	1	4	2	1	1	58
The content and design of MUW publications produced and distributed by MUW are accurate and consistent in describing the university.	1	4	2	1	0	58

Q4 - Check the following programs and services that contribute to your overall satisfaction with the university.



Field	Choice Count	Percentage
Athletics	17	8%
Bookstore	12	6%
Cultural Programs	15	7%
Educational Programs	44	21%
Food Services	11	5%
Health Center	43	21%
Library	38	18%
Recreational / Fitness Programs	29	14%
<b>Total</b>	<b>209</b>	