



Mississippi University for Women






Spring 2020 Staff Satisfaction Survey

1 - What is your position with the university?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Administrator/Director	(1)	12	18.46%		
Staff	(2)	53	81.54%		
				0 25 50 75 100	
Response Rate					
65/205 (31.71%)					






2 - Please rate the following statements according to their accuracy.

MUW uses a well-defined process to establish, evaluate, and change its university goals.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	18	24.32%		1.90
Agree	(2)	40	54.05%		
Disagree	(3)	7	9.46%		
Strongly Disagree	(4)	2	2.70%		
Not Applicable	(0)	7	9.46%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.90	0.70			






2 - Please rate the following statements according to their accuracy.

I am aware of how the university processes work.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	20	27.40%		1.86
Agree	(2)	41	56.16%		
Disagree	(3)	8	10.96%		
Strongly Disagree	(4)	1	1.37%		
Not Applicable	(0)	3	4.11%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.86	0.67			

2 - Please rate the following statements according to their accuracy.

The university planning processes are guided by MUW's mission.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	17	23.29%		1.83
Agree	(2)	42	57.53%		
Disagree	(3)	6	8.22%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	8	10.96%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.83	0.57			

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2 - Please rate the following statements according to their accuracy.

The President actively encourages the planning process.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	25	34.25%		1.70
Agree	(2)	33	45.21%		
Disagree	(3)	4	5.48%		
Strongly Disagree	(4)	1	1.37%		
Not Applicable	(0)	10	13.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.70	0.66			

2 - Please rate the following statements according to their accuracy.

I actively participate in the planning process of my department.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	24	32.88%		1.75
Agree	(2)	33	45.21%		
Disagree	(3)	6	8.22%		
Strongly Disagree	(4)	1	1.37%		
Not Applicable	(0)	9	12.33%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.75	0.69			

2 - Please rate the following statements according to their accuracy.

My department regularly formulates outcomes with achievement targets for the unit.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	23	31.51%		1.74
Agree	(2)	41	56.16%		
Disagree	(3)	5	6.85%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	4	5.48%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.74	0.59			

2 - Please rate the following statements according to their accuracy.

The outcomes with achievement targets of my department are consistent with its mission.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	28	37.84%		1.65
Agree	(2)	37	50.00%		
Disagree	(3)	4	5.41%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	5	6.76%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.65	0.59			

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2 - Please rate the following statements according to their accuracy.

The outcomes with achievement targets formulated by my department are consistent with the university's mission.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	29	39.19%		1.62
Agree	(2)	37	50.00%		
Disagree	(3)	3	4.05%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	5	6.76%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.62	0.57			

2 - Please rate the following statements according to their accuracy.

The results of the evaluation of my department's outcomes with achievement targets are used to improve the department.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	28	37.84%		1.74
Agree	(2)	32	43.24%		
Disagree	(3)	8	10.81%		
Strongly Disagree	(4)	1	1.35%		
Not Applicable	(0)	5	6.76%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.74	0.72			

2 - Please rate the following statements according to their accuracy.

Budget preparation and implementation at MUW are preceded by sound planning.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	15	20.27%		2.15
Agree	(2)	28	37.84%		
Disagree	(3)	14	18.92%		
Strongly Disagree	(4)	5	6.76%		
Not Applicable	(0)	12	16.22%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.15	0.88			

2 - Please rate the following statements according to their accuracy.

Budget preparation and implementation at MUW reflect the university's mission.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	14	19.44%		2.05
Agree	(2)	32	44.44%		
Disagree	(3)	9	12.50%		
Strongly Disagree	(4)	4	5.56%		
Not Applicable	(0)	13	18.06%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
72/205 (35.12%)	2.05	0.82			

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2 - Please rate the following statements according to their accuracy.

Staff salaries are based on appropriate consideration of the education, skills, and knowledge; experience; decision making; autonomy; management of others; and other factors required for the position.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	2	2.74%		3.16
Agree	(2)	15	20.55%		
Disagree	(3)	22	30.14%		
Strongly Disagree	(4)	30	41.10%		
Not Applicable	(0)	4	5.48%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	3.16	0.87			

2 - Please rate the following statements according to their accuracy.

The staff salary levels and total compensation program are adequate to assure positive staff morale and motivation.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	2	2.70%		3.31
Agree	(2)	10	13.51%		
Disagree	(3)	23	31.08%		
Strongly Disagree	(4)	36	48.65%		
Not Applicable	(0)	3	4.05%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	3.31	0.82			

2 - Please rate the following statements according to their accuracy.

MUW staff members are rewarded for improving their levels of education and training.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	3	4.05%		3.17
Agree	(2)	10	13.51%		
Disagree	(3)	26	35.14%		
Strongly Disagree	(4)	27	36.49%		
Not Applicable	(0)	8	10.81%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	3.17	0.85			

2 - Please rate the following statements according to their accuracy.

Staff members are evaluated based upon the performance of duties and how their performance meets the university's established behavioral indicators.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	15	20.27%		2.11
Agree	(2)	39	52.70%		
Disagree	(3)	11	14.86%		
Strongly Disagree	(4)	6	8.11%		
Not Applicable	(0)	3	4.05%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.11	0.84			

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2 - Please rate the following statements according to their accuracy.

At least once a year, my job performance is evaluated by my supervisor.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	29	39.73%		1.67
Agree	(2)	37	50.68%		
Disagree	(3)	2	2.74%		
Strongly Disagree	(4)	2	2.74%		
Not Applicable	(0)	3	4.11%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.67	0.68			

2 - Please rate the following statements according to their accuracy.

At least once a year, my job performance is evaluated by those whom I supervise.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	14	19.18%		1.82
Agree	(2)	20	27.40%		
Disagree	(3)	3	4.11%		
Strongly Disagree	(4)	2	2.74%		
Not Applicable	(0)	34	46.58%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.82	0.79			

2 - Please rate the following statements according to their accuracy.

I was given the opportunity to give and receive feedback on my annual performance evaluation with my supervisor.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	27	36.49%		1.80
Agree	(2)	35	47.30%		
Disagree	(3)	1	1.35%		
Strongly Disagree	(4)	6	8.11%		
Not Applicable	(0)	5	6.76%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.80	0.85			

2 - Please rate the following statements according to their accuracy.

I routinely make changes in my job performance based upon evaluations.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	23	31.51%		1.69
Agree	(2)	38	52.05%		
Disagree	(3)	3	4.11%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	9	12.33%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.69	0.56			

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2 - Please rate the following statements according to their accuracy.

The university encourages staff/administrators to participate in membership and leadership activities in their fields.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	19	25.68%		2.10
Agree	(2)	28	37.84%		
Disagree	(3)	14	18.92%		
Strongly Disagree	(4)	6	8.11%		
Not Applicable	(0)	7	9.46%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.10	0.92			

2 - Please rate the following statements according to their accuracy.

The university provides adequate technology resources.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	17	23.29%		1.92
Agree	(2)	46	63.01%		
Disagree	(3)	5	6.85%		
Strongly Disagree	(4)	3	4.11%		
Not Applicable	(0)	2	2.74%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.92	0.69			

2 - Please rate the following statements according to their accuracy.

The university provides adequate physical facilities.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	11	14.86%		2.13
Agree	(2)	46	62.16%		
Disagree	(3)	10	13.51%		
Strongly Disagree	(4)	5	6.76%		
Not Applicable	(0)	2	2.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.13	0.75			

2 - Please rate the following statements according to their accuracy.

The university has adequate library/learning resources.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	24	32.43%		1.66
Agree	(2)	43	58.11%		
Disagree	(3)	1	1.35%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	6	8.11%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.66	0.51			

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2 - Please rate the following statements according to their accuracy.

The library's hours of operation are adequate.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	25	34.25%		1.62
Agree	(2)	41	56.16%		
Disagree	(3)	0	0.00%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	7	9.59%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.62	0.49			

2 - Please rate the following statements according to their accuracy.

The library has an adequate physical facility to house the necessary library resources.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	29	39.73%		1.57
Agree	(2)	38	52.05%		
Disagree	(3)	0	0.00%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	6	8.22%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.57	0.50			

2 - Please rate the following statements according to their accuracy.

I am familiar with MUW's policy and procedures for handling persons with weapons on campus.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	26	35.62%		1.76
Agree	(2)	36	49.32%		
Disagree	(3)	9	12.33%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	2	2.74%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.76	0.66			

2 - Please rate the following statements according to their accuracy.

I am familiar with MUW's policy about alcohol and drugs on campus.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	30	41.10%		1.60
Agree	(2)	41	56.16%		
Disagree	(3)	1	1.37%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	1	1.37%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.60	0.52			

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2 - Please rate the following statements according to their accuracy.

MUW conducts regular practice drills to prepare for emergency situations.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	22	29.73%		1.85
Agree	(2)	42	56.76%		
Disagree	(3)	7	9.46%		
Strongly Disagree	(4)	2	2.70%		
Not Applicable	(0)	1	1.35%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.85	0.70			

2 - Please rate the following statements according to their accuracy.

Sufficient exterior lighting exists for safety.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	12	16.22%		2.29
Agree	(2)	38	51.35%		
Disagree	(3)	13	17.57%		
Strongly Disagree	(4)	10	13.51%		
Not Applicable	(0)	1	1.35%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.29	0.90			

2 - Please rate the following statements according to their accuracy.

I feel safe and secure on the MUW campus.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	16	22.22%		1.91
Agree	(2)	46	63.89%		
Disagree	(3)	6	8.33%		
Strongly Disagree	(4)	2	2.78%		
Not Applicable	(0)	2	2.78%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
72/205 (35.12%)	1.91	0.65			

2 - Please rate the following statements according to their accuracy.

I am aware that the university has a Behavioral Intervention Team (BIT).

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	28	37.84%		1.75
Agree	(2)	35	47.30%		
Disagree	(3)	8	10.81%		
Strongly Disagree	(4)	1	1.35%		
Not Applicable	(0)	2	2.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.75	0.71			

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2 - Please rate the following statements according to their accuracy.

I am aware that the university has a policy that prohibits sexual misconduct.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	36	50.00%		1.49
Agree	(2)	35	48.61%		
Disagree	(3)	0	0.00%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	1	1.39%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
72/205 (35.12%)	1.49	0.50			

2 - Please rate the following statements according to their accuracy.

I am aware that the university has a designated person to coordinate the university's efforts to eliminate sexual misconduct on campus.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	34	46.58%		1.54
Agree	(2)	37	50.68%		
Disagree	(3)	1	1.37%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	1	1.37%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.54	0.53			

2 - Please rate the following statements according to their accuracy.

I am aware that the university's policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	35	47.95%		1.53
Agree	(2)	36	49.32%		
Disagree	(3)	1	1.37%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	1	1.37%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.53	0.53			

2 - Please rate the following statements according to their accuracy.

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.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	36	49.32%		1.50
Agree	(2)	36	49.32%		
Disagree	(3)	0	0.00%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	1	1.37%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
73/205 (35.61%)	1.50	0.50			

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2 - Please rate the following statements according to their accuracy.

I believe that the University contributes to the needs of the community through service or public outreach.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	22	29.73%		1.82
Agree	(2)	44	59.46%		
Disagree	(3)	5	6.76%		
Strongly Disagree	(4)	2	2.70%		
Not Applicable	(0)	1	1.35%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.82	0.67			

2 - Please rate the following statements according to their accuracy.

I have participated in one or more public service activities during the past year.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	19	25.68%		1.94
Agree	(2)	31	41.89%		
Disagree	(3)	13	17.57%		
Strongly Disagree	(4)	1	1.35%		
Not Applicable	(0)	10	13.51%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.94	0.75			

2 - Please rate the following statements according to their accuracy.

I believe there is diversity among my peers at the university.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	18	24.32%		2.00
Agree	(2)	42	56.76%		
Disagree	(3)	8	10.81%		
Strongly Disagree	(4)	5	6.76%		
Not Applicable	(0)	1	1.35%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	2.00	0.80			

2 - Please rate the following statements according to their accuracy.

I am aware of MUW's equipment and inventory procedures.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	25	33.78%		1.82
Agree	(2)	38	51.35%		
Disagree	(3)	6	8.11%		
Strongly Disagree	(4)	3	4.05%		
Not Applicable	(0)	2	2.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.82	0.76			

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2 - Please rate the following statements according to their accuracy.

I am familiar with the requirements of federal law on the privacy of student records.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	35	47.30%		1.51
Agree	(2)	37	50.00%		
Disagree	(3)	0	0.00%		
Strongly Disagree	(4)	0	0.00%		
Not Applicable	(0)	2	2.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.51	0.50			

2 - Please rate the following statements according to their accuracy.

University Relations' internal newsletters, web and social media postings and media boards increase my awareness of MUW's programs and offerings.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	25	33.78%		1.72
Agree	(2)	43	58.11%		
Disagree	(3)	3	4.05%		
Strongly Disagree	(4)	1	1.35%		
Not Applicable	(0)	2	2.70%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
74/205 (36.1%)	1.72	0.61			

2 - Please rate the following statements according to their accuracy.

The content and design of MUW publications produced and distributed by MUW are accurate and consistent in describing the university.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Agree	(1)	25	34.72%		1.72
Agree	(2)	38	52.78%		
Disagree	(3)	4	5.56%		
Strongly Disagree	(4)	1	1.39%		
Not Applicable	(0)	4	5.56%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
72/205 (35.12%)	1.72	0.64			

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Athletics	(1)	25	37.31%		
Bookstore	(2)	28	41.79%		
Cultural Programs	(3)	26	38.81%		
Educational Programs	(4)	34	50.75%		
Food Services	(5)	29	43.28%		
Health Center	(6)	53	79.10%		
Library	(7)	32	47.76%		
Recreational/Fitness Programs	(8)	48	71.64%		
				0 25 50 75 100	
Response Rate	67/205 (32.68%)				