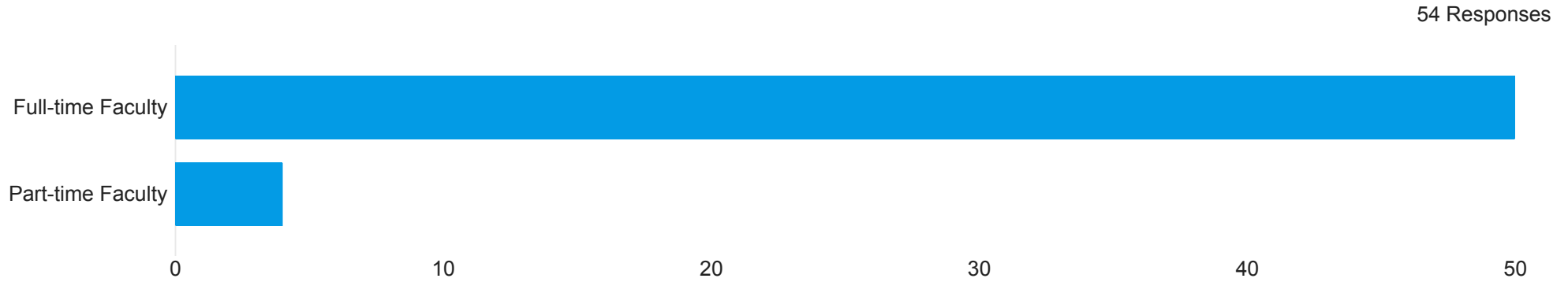


2023 MUW Faculty Satisfaction Survey Report

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	54 Responses
Full-time Faculty	50	
Part-time Faculty	4	
Total	54	

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	
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	

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
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
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

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
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
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

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
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
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

Field	Strongly Agree		Agree		Disagree		Strongly Disagree		Not Applicable		Total
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.

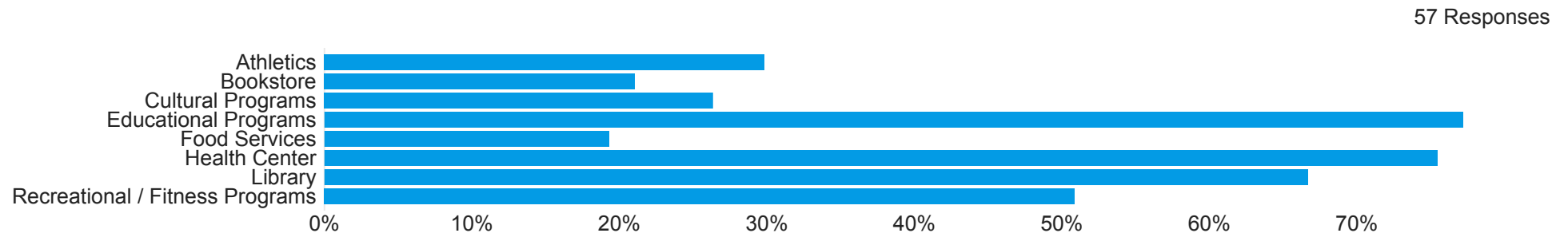
							60 Responses
Field	Min	Max	Mean	Standard Deviation	Variance	Responses	
MUW uses a well-defined process to establish, evaluate, and change its university goals.	1	5	2	1	1	58	
I am aware of how the university planning processes work.	1	4	2	1	1	58	
The university planning processes are guided by MUW's mission.	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	
The number of advisees assigned to faculty is reasonable.	1	5	2	1	1	59	

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
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
The university supports research and professional activities.	1	4	2	1	1	59

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
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
Faculty are adequately informed regarding academic freedom policies.	1	4	2	1	1	58

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
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.



57 Responses

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