

2004-2005 Faculty Survey Results

Comparison of the Past Five Years – Means for all Colleges

Number Responding:	2004-05 277	2003-04 230	2002-03 232	2001-02 335	2000-01 315
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Administrative Ratings

Faculty were asked on a scale from 1 to 5 to indicate their opinion of the **effectiveness** of the following USA personnel. On the scale, 1 represented “very poor” and 5 represented “excellent”; thus, the higher the better.

	2004-05	2003-04	2002-03	2001-02	2000-01
University President (Moulton)	3.70	3.56	3.30	3.30	3.51
Senior Vice-President for Academic Affairs (Covey)	3.54	3.54	2.87	2.78	3.07
Vice President for Medical Affairs (Kriesberg)	3.25	3.19	3.28	2.70	3.35
Vice President for Financial Affairs (Davis)	3.64	3.28	3.36	3.20	3.35
Vice President for Student Affairs (Adams)	3.49	3.04	3.33	3.27	3.49
Vice President for Development and Alumni Relations (Busta)	3.60	not asked	not asked	not asked	not asked
Your own Dean	3.69	3.60	3.23	3.17	3.50
Executive Director of Governmental and Alumni Affairs (Fulford)	3.77	3.57	not asked	not asked	not asked

University Leadership (President, VPs)

Indicate your opinion about how highly you rate the university leadership in each of these respects (1 indicates “very poor”; 5 indicates “excellent”).

	2004-05	2003-04	2002-03	2001-02	2000-01
Honors all promises and commitments	3.47	3.43	3.09	2.98	Not asked
Is professional in relations with faculty	3.59	3.29	3.01	2.92	Not asked
Conveys administrative expectations in a clear manner	3.30	3.33	3.01	2.89	Not asked
Informs faculty of developments critical to the mission of the university	3.33	3.35	3.05	3.06	Not asked
Incorporates faculty input into decisions concerning matters vital to the mission of the university	2.83	2.81	2.52	2.50	Not asked
Encourages new initiatives which further the mission of the university	3.33	3.25	3.02	2.77	Not asked
Dedicates ample resources to fulfillment of university mission	2.98	2.99	2.69	2.55	Not asked
Responds to crisis with appropriate measures					Not asked
Yes	41.9%	47.4%	42.2%	53%	
No	15.9%	14.8%	31.1%	47%	
No Opinion	42.2%	37.8%	26.7%	not a response	

Deans

Faculty were asked on a scale of 1 to 5, to indicate their opinion of their own college's dean. On the scale, 1 represented "very poor" and 5 represented "excellent". The higher, the better.

These figures provide a picture of how deans as a group are viewed by the entire faculty.

Evaluate your own college dean on the following:	2005	2003-04	2002	2001	2000
Honors all promises and commitments	3.85	3.72	3.34	3.25	3.68
Is professional in evaluating the performance of co-workers	3.68	3.51	3.17	3.06	3.57
Informs faculty of developments critical to the accomplishment of the mission of the unit	3.66	3.48	3.17	3.20	3.46
Conveys administrative expectations in a clear manner	3.57	3.51	3.22	3.16	3.44
Incorporates faculty input into decisions concerning matters vital to the mission of the unit	3.44	3.23	2.88	2.73	Not asked
Encourages new initiatives which are logical extensions of existing programs	3.69	3.44	3.29	3.09	3.42
Dedicates ample resources to assure success of an assignment	3.54	3.47	3.14	2.95	3.30
Is a proficient and productive administrator, and should be retained	Not asked	3.73	3.35	3.27	3.50

Government Activities

Ability of the university to facilitate obtaining (5 = Excellent; 1 = Very Poor)	2005	2003-04
Federal funding for research and development	3.32	3.14
State funding for research and development	3.03	2.70
Private persons and foundation funding for research and development	2.92	2.62
State appropriations for operations and maintenance developments	2.97	2.50

Sponsored Programs Support of Your Activities

Effectiveness of Sponsored Programs in Support of:	2005	2003-04
Acquisition of extramural dollars for research and teaching infrastructure	3.04	2.91
Identification of relevant extramural funding opportunities in support of your personal research	2.99	2.86
Significant facilitation of writing grants and/or contracts for your personal research	3.04	2.85
Acquisition of extramural dollars for research and teaching infrastructure	3.30	2.66

Grant and Contract Writing Service in Support of your Research:	2005	2003-04
Your feeling on the desirability of the university providing a professional grant writing team	3.30	3.17

Admissions/ Financial Aid

Admissions (5= Excellent; 1= Very Poor)	2005	2003-04
The level of quality produced through the admissions process provides for the most part students who are:	2.98	3.11

Financial Aid (5=Excellent; 1 = Very Poor)	2005	2003-04
The level of financial aid support to my students could best be described as:	3.22	3.21
The level of financial support to my students for graduate assistantship (level of support)	2.60	2.37
The level of financial support to my students for graduates assistantship (number of vs. need)	2.65	2.48

Experiences at USA

Teaching	2005	2003-04	2002	2001	2000
How would you rate the importance of teaching performance to you and your career development (1="of no importance"; 5="very important")	4.28	4.11	4.29	4.27	4.20
How much emphasis do faculty leaders and administrators at USA place on effective teaching for career advancement? (1= "too little emphasis"; 5="excessive emphasis")	2.93	3.09	2.85	2.73	2.72
Are you provided with adequate and appropriate resources to teach effectively at USA? (1= "very inadequate"; 5= "very adequate")	3.60	3.70	3.33	3.15	3.20
An additional course per semester added to faculty teaching loads will have a damaging effect on the university's research mission (1= "strongly disagree"; 5= "strongly agree")	4.60	4.44	4.49	Not asked	Not asked

Research and Publications/Creative Work	2005	2003-04	2002	2001	2000
How would you rate the importance of research or creative work to your personal career satisfaction? (1 = “of no importance”; 5 = “very important”)	4.10	4.13	3.90	4.02	3.85
How much emphasis do faculty leaders and administrators at USA place on research or creative work for career advancement? (1= “too little emphasis”; 5= “excessive emphasis”)	3.57	3.63	3.59	3.40	3.57
Are you provided with adequate and appropriate resources to conduct research or creative work at USA? (1= “very adequate”; 5= “very adequate”)	2.80	2.87	2.64	2.40	2.58
Are you provided with adequate and appropriate resources to travel to meetings to present your work, and to partake in professional development activities? (1 = “very inadequate”; 5 = “ Very adequate”)	3.26	3.16	Not asked	Not asked	Not asked
Are you encouraged to participate in regional and national professional meetings? (1 = “very inadequate”; 5 = “very adequate”)	3.73	3.52	not asked	not asked	not asked
Are you quickly and completely reimbursed for travel expenses (1 = “very inadequate”; 5 = “very adequate”)	3.86	3.80	not asked	not asked	not asked

Service and Leadership	2005	2003-04	2002	2001	2000
How would you rate the importance of institutional service to your career development (1 = “of no importance”; 5 = “very important”)	3.42	3.17	3.30	3.28	3.43
How much emphasis do faculty leaders and administrators at USA place on institutional service for career advancement (1 “ too little emphasis”; 5 “excessive emphasis”)	3.01	2.62	2.74	2.81	2.81
Are you provided with adequate and appropriate resources to engage in institutional service at USA? (1 = “very inadequate”; 5 = “very adequate”)	3.02	2.84	2.91	2.95	2.92

Recruitment of Chairs and Faculty	2005	2003-04	2002	2001	2000
Are you satisfied with the process of recruitment of chairs and faculty? (1 = “ very unsatisfied”; 5 = “ very satisfied”)	3.08	3.33	not asked	not asked	not asked
Are the terms of the search honored as recruits come on campus? (1 = “Hardly at all”, 5 = “extremely well”)	3.37	3.55	not asked	not asked	not asked
Are you satisfied that the membership of search committees for chairs and faculty is credible? (1 = “ not very credible” ; 5 = “ very credible”)	3.47	3.68	not asked	not asked	not asked
Are the recommendations of search committees being followed (1 = “ Hardly at all”; 5 = “ Extremely well”)	3.38	3.60	not asked	not asked	not asked

Tenure, Promotion and Compensation	2005	2003-04	2002	2001	2000
Are you satisfied with the mid-tenure review and feedback process? (1 = “ very unsatisfied”; 5 = “very satisfied”)	3.44	3.41	not asked	not asked	not asked
Is the tenure process in your college fair? (1 = “Extremely unfair”; 5 = “ extremely fair”)	3.45	3.43	not asked	not asked	not asked
Are the expectations for tenure clearly known and formally documented for your college? (1 = “not very well defined”; 5 “ very well defined”)	3.24	3.31	not asked	not asked	not asked
Is the promotion process in your college fair? (1 = “ very unfair”; 5 = “ very fair”)	3.34	3.25	not asked	not asked	not asked
Are you fairly compensated with respect to your colleagues at USA? (1 = “ very unfair”; 5 = “very fair”)	2.98	2.98	not asked	not asked	not asked
Are you fairly compensated with respect to national standards? (1 = “Very unfair”; 5 = “ very fair”)	2.42	2.46	not asked	not asked	not asked
Are maternal/paternal leave policies fair at USA? (1 = “ very unfair”; 5 = “very fair”)	3.42	2.99	not asked	not asked	not asked

Computer Services Center

	2005	2003-04	2002	2001	2000
How satisfied are you with the USA Computer Services Center in terms of its ability to keep abreast of the latest technologies? (1 = “very dissatisfied”; 5 = “ very satisfied”)	3.49	3.43	3.15	3.10	3.22
How satisfied are you with the USA Computer Services Center in terms of the services provided? (1 = “very dissatisfied”; 5 = “ very satisfied”)	3.45	3.46	3.28	3.11	3.29

Libraries

Faculty were asked to respond to these questions for the library (or libraries) they use.

University Library	2005	2003-04	2002	2001	2000
How satisfied are you with the USA library in terms of its ability to keep you abreast of the latest trends and developments in the fields of your research? (1 = “very dissatisfied”; 5 = “ very satisfied”)	3.86	3.82	3.60	3.39	3.36
How satisfied are you with the services provided by the library faculty and staff? (1 = “very dissatisfied” ; 5 = “ very satisfied”)	4.29	4.26	4.21	4.13	4.10
How satisfied are you with the electronic library and Internet-based services provided by the library? (1 = “very dissatisfied”; 5 = “ very satisfied”)	4.06	4.04	4.10	3.87	3.77

Biomedical Library	2005	2003-04	2002	2001	2000
How satisfied are you with the Biomedical Library in terms of its ability to keep you abreast of the latest developments in the field of your research? (1 = “very dissatisfied”; 5 = “ very satisfied”)	4.06	4.07	4.02	3.91	3.86
How satisfied are you with the services provided by the library faculty and staff? (1 = “very dissatisfied”; 5 = “ very satisfied”)	4.25	4.21	4.31	4.19	4.19
How satisfied are you with the electronic library and Internet-based services provided by the library? (1 = “very dissatisfied” ; 5 = “ very satisfied”)	4.05	4.16	4.14	4.02	4.07

Faculty Morale

	2005	2003-04	2002	2001	2000
If you had a variety of professional options, would you prefer to:					
Remain at USA with little or no change in duties	45.8%	42.2%	38.8%	37%	43%
Remain at USA with significant change in duties	23.1%	23.0%	16.4%	21%	23%
Move to another institution	18.1%	22.2%	34.1%	36%	29%
Move to non-academic employment	4.3%	3.9%	4.7%	6%	5%
No opinion	8.7%	8.7%	6.0%	not a choice	not a choice

	2005	2003-04	2002	2001	2000
How satisfied are you with opportunities currently provided by USA to concentrate on what you do best? (1 = "very dissatisfied"; 5 = "very satisfied")	3.28	3.28	3.02	2.70	3.03
How do you feel about your degree of academic freedom within the classroom? (1 = "very dissatisfied"; 5 = "very satisfied")	4.08	4.06	3.90	3.94	4.13
How satisfied are you with the amount of freedom you have at USA to express your opinions regarding university policies and procedures? (1 = "very dissatisfied"; 5 = "very satisfied")	3.28	3.21	3.00	2.95	3.12

Miscellaneous

	2005	2003-04	2002	2001	2000
The organization and administration of the university allow the Faculty Senate to serve as an effective representative oversight body (1 = “strongly disagree”; 5 = “strongly agree”)	3.04	2.96	2.84	2.84	2.82
Members of the Senate promote faculty interests effectively (1 = “strongly disagree”; 5 = “strongly agree”)	3.25	3.74	3.51	3.77	3.51
The USA Board of Trustees serves as an effective governing body for the institution (1 = “strongly disagree”; 5 = “strongly agree”)	2.93	2.76	2.76	2.62	2.59
The USA Foundation Board serves as an effective body in managing USA’s endowment (1 = “strongly disagree”; 5 = “strongly agree”)	2.10	1.51	1.64	1.26	1.57
The USA Foundation Board serves as an effective body in supporting the USA mission and goals (1 = “strongly disagree”; 5 = “strongly agree”)	2.10	1.48	not asked	not asked	not asked
Please rate the USA Bookstore in terms of providing adequate and affordable services, materials, and texts to your students (1 = “very poor” ; 5 = “excellent”)	3.12	3.23	3.06	3.06	3.13
Please rate the USA Bookstore in terms of providing faculty with timely notification of materials which have to be back ordered or requested texts which are found to be out of print (1 = “very poor” ; 5 = “excellent”)	3.43	3.23	3.17	3.27	not asked
The availability of cultural activities on campus is: (1 = “very poor” ; 5 = “excellent”)	3.13	3.08	2.75	3.06	not asked

Parking on Campus

	2005	2003-04	2002	2001	2000
Do you have difficulty finding parking on the main campus?				13.0%	
Yes	18.1%	15.7%	9.5%	87.0%	
No	66.8%	69.1%	80.6%	not a choice	not asked
No Opinion	15.2%	15.2%	9.9%		

USA Health Plan

	2005	2003-04	2002	2001	2000
What type of Health Plan do you have?				not asked	not asked
USA Health Plan family coverage	62.5%	63.6	62.5%		
USA Health Plan single coverage	27.1%	27.3	24.6%		
Non USA coverage	7.6%	9.1	10.3%		
No opinion	2.9%	not asked	2.6%		
How satisfied are you with your ability to make timely appointments with your primary care physician? (1 = "very dissatisfied"; 5 = "very satisfied")	3.86	3.79	3.70	3.53	3.35
How satisfied are you with you ability to make timely unscheduled (emergency appointments with a physician? (1 = "very dissatisfied"; 5 = "very satisfied")	3.49	3.42	3.39	3.23	3.19
How satisfied are you with the speed with which you are seen (time in waiting room)? (1 = "very dissatisfied"; 5 = "very satisfied")	3.35	3.44	3.23	3.23	3.02
If you have had problems with the administration of the USA Health Plan, please rate the handling of appeals and resolution of your problem (1 = "very poor"; 5 = "excellent")	3.29	3.18	2.81	2.42	2.52
How satisfied are you with the overall provision of services under the USA health plan? (1 = "very dissatisfied"; 5 = "very satisfied")	3.31	3.20	2.86	2.91	3.04

How has the overall quality of USA medical services changed over the last five years? (1 = “declined”; 5 = “improved”)	2.97	2.76	2.48	2.37	2.70
With the USA Health Plan, I have an adequate choice of primary care doctors. (1 = “strongly disagree”; 5 = “strongly agree”)	3.41	3.43	3.09	not asked	not asked
The copay under the USA Health Plan is adequate for physician copay. (1 = “strongly disagree”; 5 = “strongly agree”)	4.05	3.76	3.44	not asked	not asked
The copay under the USA Health Plan is adequate for drugs. (1 = “strongly disagree”; 5 = “strongly agree”)	3.03	2.75	2.24	not asked	not asked
The copay under the USA Health Plan is adequate for USA Hospitals (1 = “strongly disagree”; 5 = “strongly agree”)	4.18	3.99	3.99	not asked	not asked
The copay under the USA Health Plan is adequate for non USA Hospitals (1 = “strongly disagree”; 5 = “strongly agree”)	3.15	3.06	2.75	not asked	not asked
The copay under the USA Health Plan is adequate for USA emergency care (1= “strongly disagree”; 5 = “strongly agree”)	4.06	3.80	3.99	not asked	not asked
The copay under the USA Health Plan is adequate for non USA emergency care (1 = “strongly disagree”; 5 = “strongly agree”)	3.24	3.11	2.85	not asked	not asked
Have you had occasion to be treated in a non USA emergency room? Yes No No opinion	19.5% 63.2% 17.3%	20.0% 56.1% 23.9%	15.5% 66.4% 18.1%	not asked	not asked
The USA Health Plan adequately covered the cost of the above treatment (1 = “strongly disagree”; 5 = “strongly agree”)	3.48	3.67	3.58	not asked	not asked

Have you had any preventative medical services?				not asked	not asked
Yes	49.5%	48.3%	49.6%		
No	23.1%	27.0%	27.6%		
No opinion	27.4%	24.8%	22.8%		
The USA Health Plan adequately covered the cost of the above services (1 = “strongly disagree”; 5 = “strongly agree”)	3.87	3.82	3.62	not asked	not asked
How informed do you feel about changes that occur under the USA Health Plan (1 = “not very informed”; 5 = “very informed”)	3.20	not asked	not asked	not asked	not asked
How interested would you be in an optional dental plan if you had to pay 100% of the cost of the plan	2.99	not asked	not asked	not asked	not asked
To pay for increased health care expenses, indicate which option you would most prefer.		not asked	not asked	not asked	not asked
An increase in premiums	31.8%				
An increase in co-pays	33.2%				
An increase in deductibles	9.0%				
A reduction in benefits	.7%				
No opinion	25.3%				

Technology

	2005	2003-04	2002	2001	2000
How important is Internet access to your teaching? (1 = “not important”; 5 = “very important”)	4.61	4.58	4.59	4.42	4.26
How important is Internet access to your research? (1 = “not important”; 5 = “very important”)	4.75	4.70	4.70	4.66	4.44
How important is it in your teaching to utilize technology in the classroom? (1 = “not important”; 5 = “very important”)	4.31	4.25	4.08	3.99	3.99

How satisfied are you with your technology resources in the classroom (1 = “very dissatisfied”; 5 = “very satisfied”)	3.84	3.91	3.45	3.30	3.05
How satisfied are you with your computing resources at work? (1 = “very dissatisfied” ; 5 = “very satisfied”)	4.08	4.15	3.79	3.68	3.58
The University’s current Internet bandwidth is adequate for most of my needs (1= “strongly disagree”; 5 = “strongly agree”)	4.11	3.79	3.30	not asked	not asked
How satisfied are you with your access to help on technology issues? (1= “strongly disagree”; 5 = “strongly agree”)	3.67	3.42	3.14	2.99	3.23

Distance Learning

	2005	2003-04	2002	2001	2000
Are you currently involved in distance learning?					
Yes	20.2%	23.0%	18.1%	20.5%	not asked
No	69.7%	60.9%	69.4%	79.5%	not asked
No opinion	10.1%	16.1%	12.5%	not a choice	
There is adequate support for developing distance learning courses (1= “strongly disagree”; 5 = “strongly agree”)	3.08	3.16	2.60	2.41	2.70
There is adequate time allotted to develop and teach distance learning courses (1= “strongly disagree”; 5 = “strongly agree”)	2.09	2.11	1.83	1.68	2.06
There are adequate rewards for developing distance learning courses (1= “strongly disagree”; 5 = “strongly agree”)	1.88	1.82	1.56	1.59	1.94
Distance learning is important and should be a priority for USA (1= “strongly disagree”; 5 = “strongly agree”)	3.15	3.01	2.83	2.60	2.91