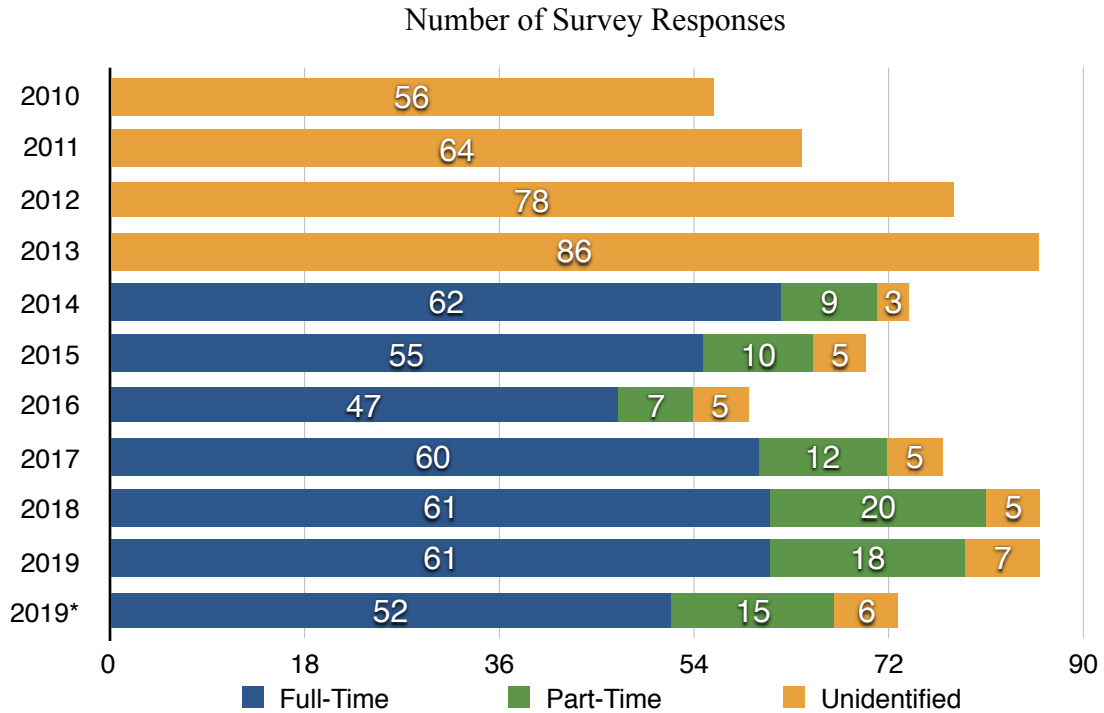


# 2019 Faculty Senate Survey

In April 2019 the Senate issued its annual survey; it was open from April 29th to May 14th.



There were 86 respondents to the 2019 survey - 61 full-time faculty, 18 part-time faculty, and 7 faculty who did not identify as full-time or part-time. However 13 of the respondents only answered the first 3 questions on the survey (which are demographic questions) - the number of substantially completed responses are listed above as 2019\* and reduce the respondent numbers to 52 full-time faculty, 15 part-time faculty, and 6 who did not identify. The 2019\* numbers represent a 4-5% decline in the response rate from 2018 to 2019.

Due to the relatively small sample sizes in different categories (such as faculty by school) general trends are noted without tests for statistical significance. Reported means are rounded to the nearest tenth and percentages rounded to the nearest whole number (and so may not add to 100%).

In many cases the responses to a given question will vary by school. In these cases the abbreviations A&S, EBS, and JMSB are used to represent the School of Arts and Sciences, the School of Education and Behavioral Sciences, and the John Massey School of Business respectively.

This version of the survey report does not include any comments or responses to open-ended questions (open-ended question headers are left in place so the full range of survey questions remains visible). The full version is available from the Senate website as a password-protected PDF file.

## Quick Summary

### Item 1: Overall improvements

- This year's survey shows noticeable improvements on many questions, including morale, morale direction, how funds are being spent on instruction, facilities, instructional technologies, etc.
- Improvements in morale are driven by recent improvements in faculty compensation and hires, financial position of the University, and work in shared governance (forums, administrative transparency).
- The greatest gains in responses are from faculty in JMSB. However as the number of JMSB faculty responding increased by roughly 45% this year it is unclear whether these gains are due to recent events or from sampling a larger/different population.

### Item 2: Academic Partnerships (AP)/Online courses

- There is general acknowledgement among the faculty that increased enrollment through the AP programs has helped the university financially and increased access to the corresponding programs.
- There are faculty concerns that less material can be mastered in the accelerated format. As in the 2018 survey report, faculty continue to have concerns that the accelerated format compromises course content and rigor. As recommended in the 2018 survey report, engaging in a deeper analysis of this area will serve to broaden faculty understanding, and to identify and remedy problems. There remain concerns about class size and faculty load for online courses.
- There are concerns about the impact that the increased focus on online courses is having on our traditional courses, both in terms of policy and resources (certain classes only being available in an online format, etc.).

### Item 3: Arts and Sciences responses

- Although they improved in many areas from 2018, survey responses in A&S in general are lower than that of faculty in JMSB and EBS.
- For the second year in a row there is no area on the survey in which A&S faculty responses have a noticeably more favorable average than faculty in other schools.
- While there are noticeable shifts in relative responses from year to year (for example, in the 2018 survey JMSB responses tended to be noticeably less favorable than those in other schools but that was reversed in 2019), the A&S response group is typically the largest group in the survey by a large margin and so is less prone to rapid shifts.
- The difference in responses may also reflect a divide between traditionally-focused and online-focused programs, as the majority of online programs are housed in EBS and JMSB.

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Question 36: Would you be interested in serving on the Faculty Senate in the future? Why or why not?.....31

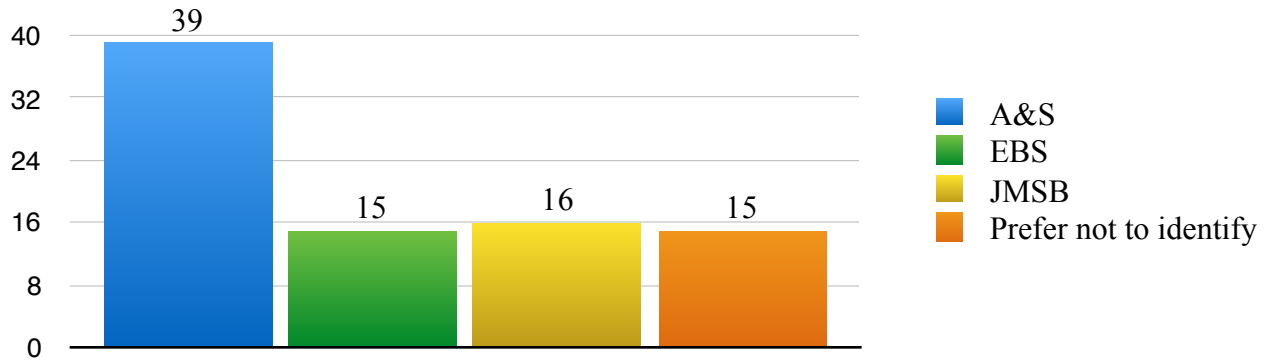
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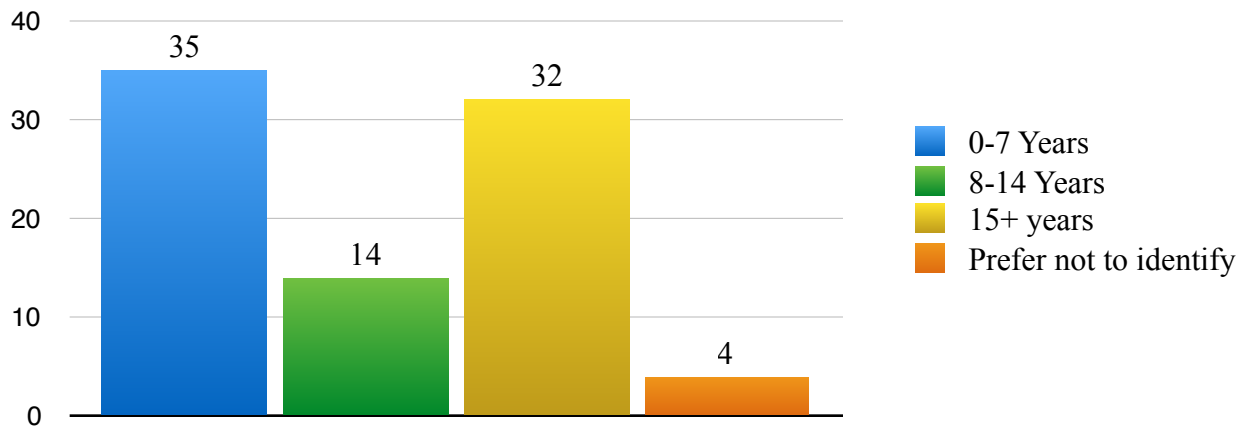
Question 40: What items should the Faculty Senate be working on in the next few years? (open-ended) .....32

### Question 1: What is your academic school?



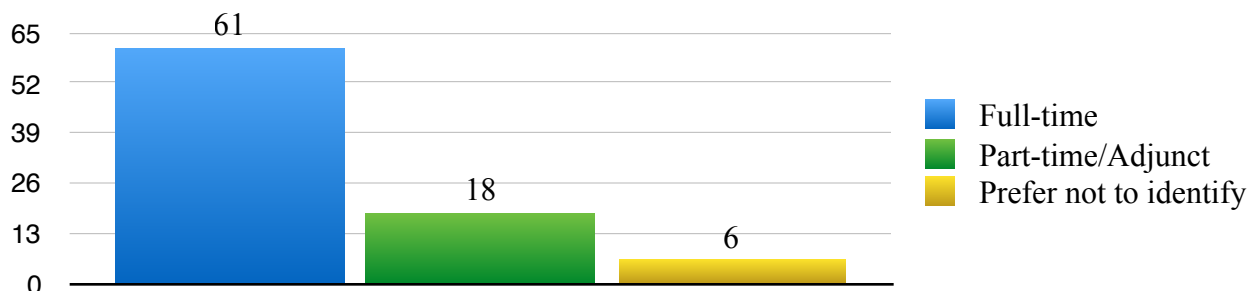
Note: This is a noticeable increase in the number of JMSB faculty who responded to the survey - typically 9-11 JMSB faculty participate.

### Question 2: How many years have you been at Southeastern?

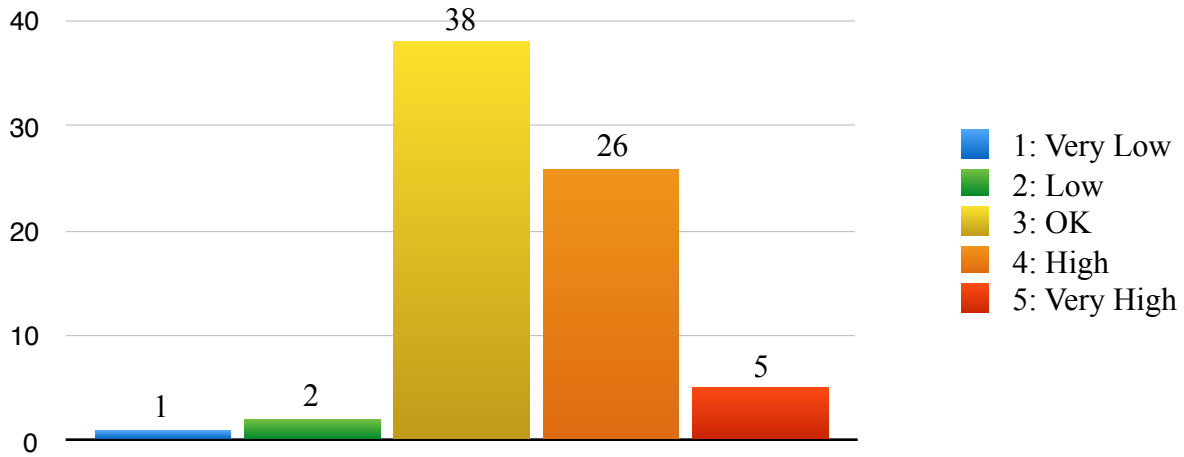


Note: If you exclude survey respondents who only answered the first three questions, these numbers become 28, 12, 28, and 3 responses respectively - which is similar to the 2018 survey except for a drop in the “8-14 Years” category.

### Question 3: What type of faculty are you?



Question 4: The morale of the faculty is:



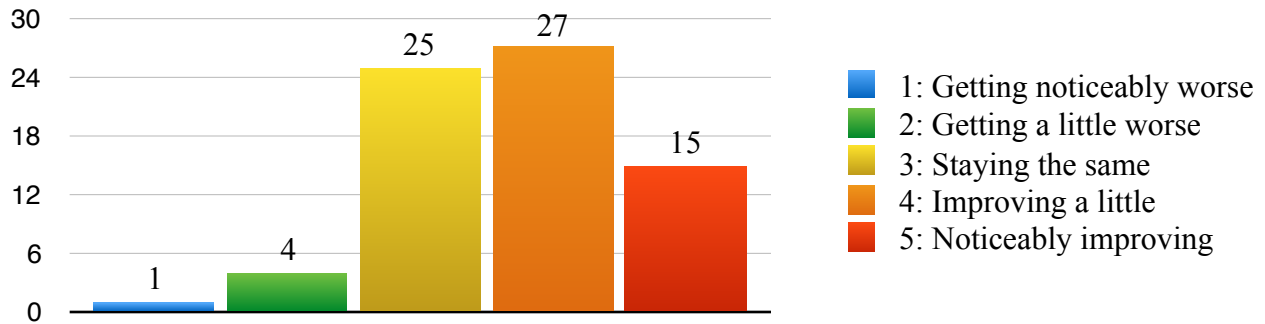
Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	1	2	3	3
Median	2	2	2	3	3	3
Quartile 3	3	3	2.5	3	3	4
Mean	2.5	2.7	2.0	2.6	3.0	3.4
Percentage Very Low/Low	52%	37%	75%	44%	24%	4%
Percentage High/Very High	9%	10%	5%	11%	24%	43%

Notes:

Responses on general faculty morale continue to improve, with consistent year-over-year gains since the low point in the 2016 survey.

Although it is an improvement from last year, the mean response on this question is lower in A&S (mean 3.3) than it is for either EBS or JMSB (both at 3.6). The JMSB mean is considerably higher than in it was in the 2018 survey (2.7).

Question 5: I feel that the morale of the faculty is



Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	3	1	2	3	3
Median	3	3	2	3	3	4
Quartile 3	4	4	2	3	4	4
Mean	2.9	3.3	1.9	2.6	3.2	3.7
Percentage Noticeably/ Little Worse	29%	22%	76%	49%	24%	7%
Percentage Improving Noticeably/A little	29%	41%	4%	23%	44%	58%

Notes:

Overall the faculty perceive that the already high level of morale is increasing, with a majority of faculty responding “improving” in some fashion for the first time since this question was introduced in 2014.

Based on the comments to Question 6, the largest factors in the rise in morale are the increases to faculty compensation, hiring of new faculty, rising enrollment, and the leadership/transparency of the Administration.

Based on the results of Question 7, potential drags on morale include the perception that there are still not enough faculty, issues related to the AP/online programs, and concerns about undergraduate enrollment.

The mean response for this question varies by school, with EBS at 3.4, A&S at 3.8, and JMSB at 4.2. This is a significant improvement for A&S and JMSB from the 2018 survey (3.2 and 2.9 respectively)

The mean response for newer faculty (3.5 for those here 0-7 years) is also lower than those here for a longer time (8-14 years 3.8, 15+ years 4.0).

The mean response for part-time faculty (3.3) was considerably lower than that for full-time faculty (3.9).

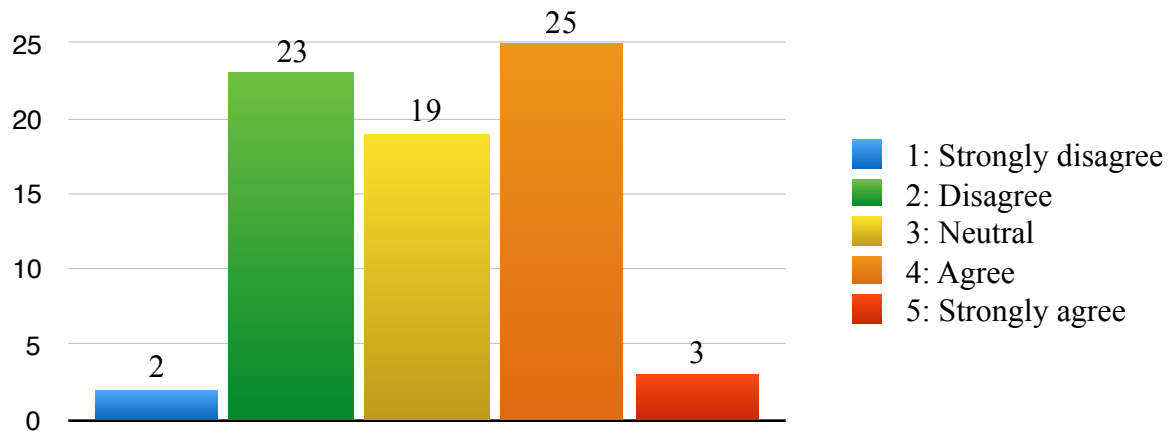
**Question 6: What factors are raising faculty morale at Southeastern? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.

**Question 7: What factors are lowering faculty morale at Southeastern? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.

**Question 8: I feel that Southeastern does enough to retain quality faculty.**



Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	2	2	2	2
Median	2	2	2	3	3	3
Quartile 3	3	3	3	4	4	4
Mean	2.4	2.3	2.3	2.8	2.8	3.1
Percentage Disagreeing	58%	60%	62%	36%	42%	35%
Percentage Agreeing	13%	12%	15%	29%	29%	39%

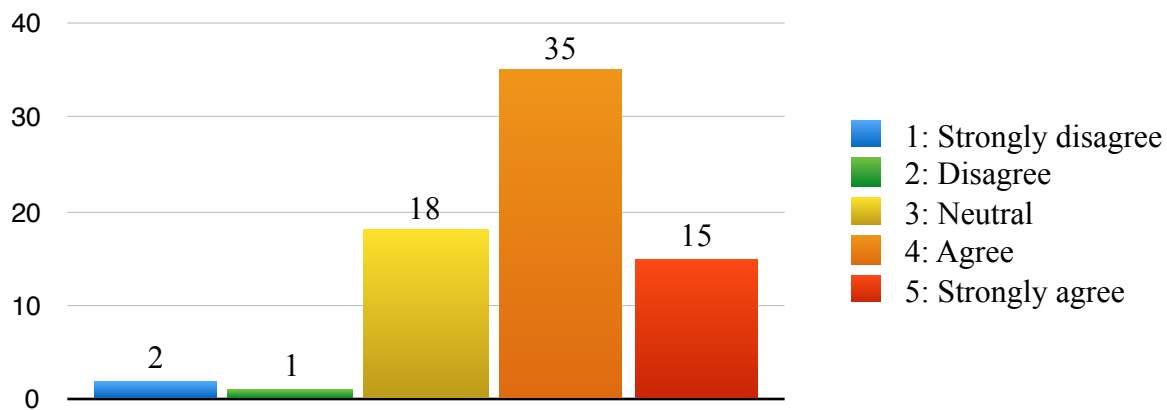


Notes:

Although the mean response to this question rose in all schools, the A&S mean is lower than that for EBS and JMSB (2.9, 3.2, and 3.5) respectively.

Based on the comments the primary retention concern is still faculty compensation. While the comments acknowledge that the recent stipends and compensation changes have helped, they tend to frame them as a “catch up” to previous low levels and indicate that this is still an area in which Southeastern falls short and needs to improve.

**Question 9: Shared governance at Southeastern currently fosters mutual respect and trust between faculty and the administration**

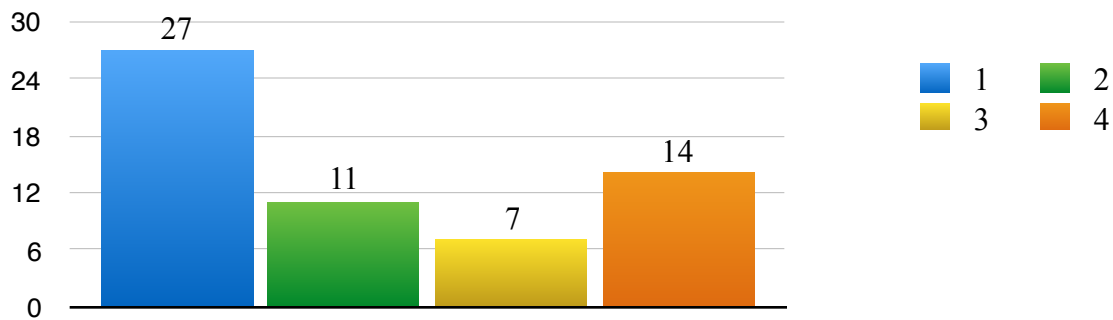


Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	1	1	2	2	3	2	3	3	3
Median	2	2	2	3	4	3	4	4	4
Quartile 3	3	3	3	4	4	4	4	4	4
Mean	2	2.3	2.6	2.9	3.4	3.4	3.9	3.6	3.8
Percentage Agreeing	13%	18%	24%	37%	54%	54%	75%	62%	70%
Percentage Disagreeing	71%	64%	51%	32%	16%	16%	1%	7%	4%

Notes:

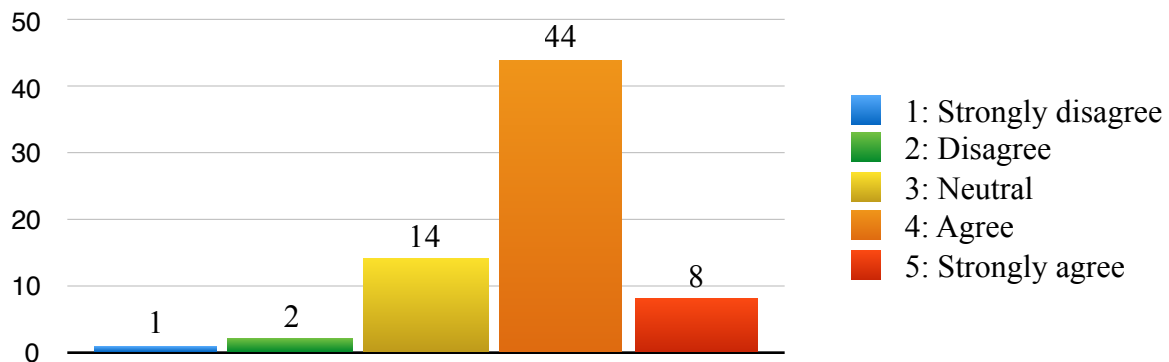
The mean response for this question varies by school, with A&S at 3.8, EBS at 4.0, and JMSB at 4.2. This is a major increase for JMSB from their 2018 mean response of 3.2, the lowest of the schools at that time. The rise in the JMSB response is primarily responsible for the increase in the overall mean.

**Question 10: We have held 4 Shared Governance Forums during this Academic Year. How many have you attended?**



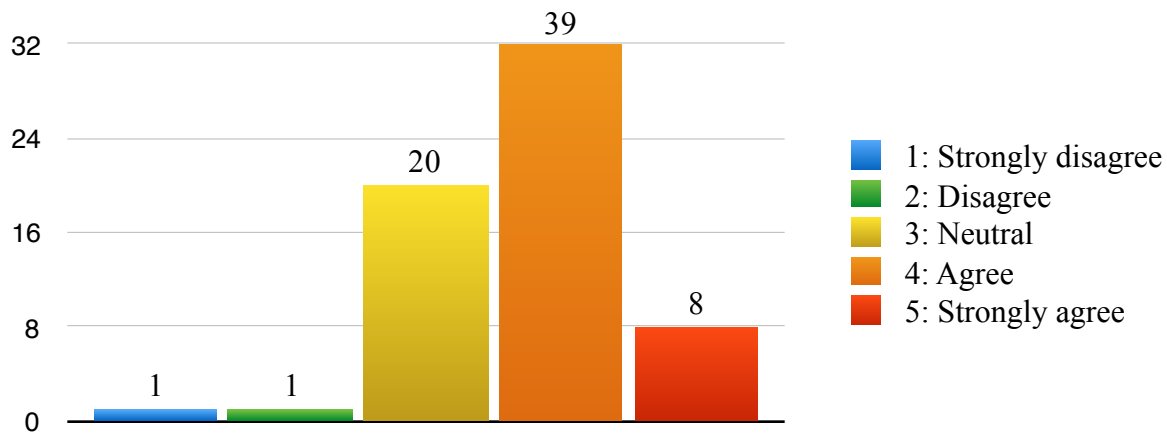
Note: The choice of “0 forums attended” was inadvertently left off the list of choices, leading to 27 blank responses (this shows up in the comments to Question 11). This has been corrected in the template for next year’s survey.

**Question 11: The Shared Governance forums have been useful in conveying information between the faculty and administration.**



Measure	2014	2015	2016	2017	2018	2019
Quartile 1	3	3	3	3	3	3.75
Median	3	3	4	4	4	4
Quartile 3	4	4	4	4	4	4
Mean	3.2	3.4	3.6	3.7	3.6	3.8
Percentage Agreeing	44%	47%	58%	69%	63%	75%
Percentage Disagreeing	20%	8%	8%	8%	3%	4%

Question 12: The Shared Governance forums have helped the faculty and administration work on various issues of concern.



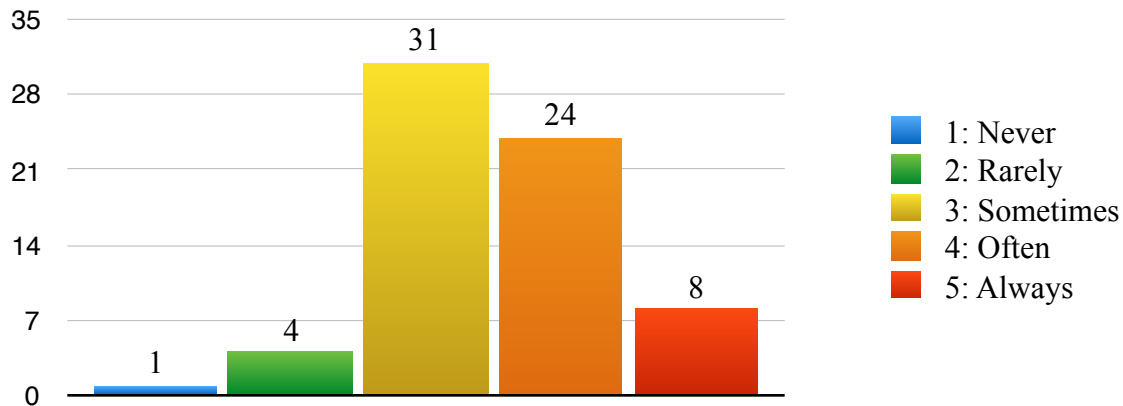
Measure	2014	2015	2016	2017	2018	2019
Quartile 1	3	3	3	3	3	3
Median	3	3	3	4	3	4
Quartile 3	4	4	4	4	4	4
Mean	3.1	3.5	3.3	3.6	3.4	3.8
Percentage Agreeing	38%	54%	47%	66%	46%	68%
Percentage Disagreeing	20%	10%	17%	5%	7%	3%

Notes:

The mean response for A&S (3.7) was slightly lower than that in the other schools (3.9).

The mean response did not noticeably vary by length of service at Southeastern, a change from the 2018 survey (where newer faculty had a much lower mean response).

**Question 13: The administration solicits faculty input when creating or revising policies that directly affect student learning.**



Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	3	3	3	3	3
Median	2	3	3	4	3	3
Quartile 3	3	4	4	4	4	4
Mean	2.4	3.1	3.2	3.5	3.2	3.5
Percentage Often/ Always	8%	33%	43%	52%	30%	47%
Percentage Rarely/ Never	56%	18%	23%	13%	12%	7%

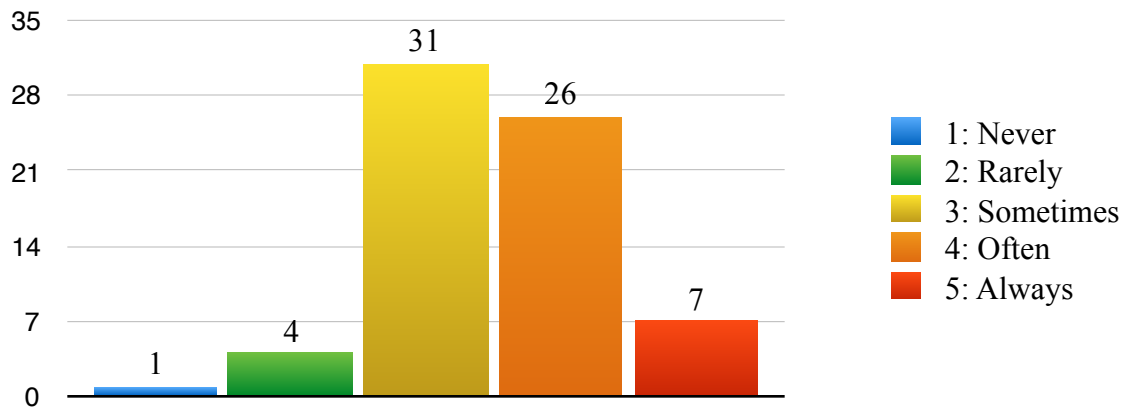
Notes:

The overall responses in this year's survey have improved back to their 2017 level.

The mean response in JMSB (3.8) is higher than in A&S (3.4) or EBS (3.5).

Based on the comments issues with policy decisions for online/AP courses being pre-determined (or mostly so) is an area of concern.

Question 14: The administration solicits faculty input when creating or revising policies that directly affect me as a faculty member.

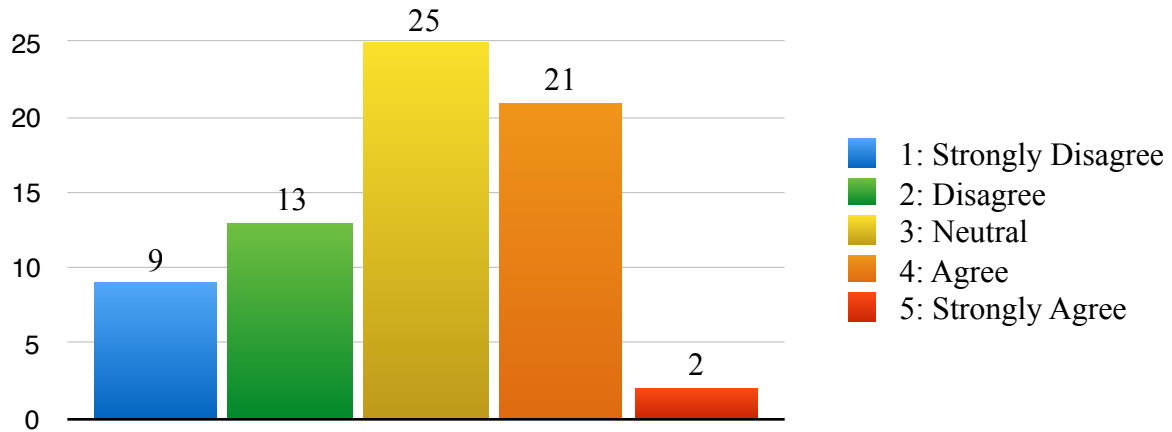


Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	3	2	3	3	3
Median	2.5	3	3	3	3	3
Quartile 3	3	4	4	4	4	4
Mean	2.5	3.2	3.1	3.4	3.1	3.5
Percentage Often/ Always	11%	39%	35%	48%	34%	48%
Percentage Rarely/Never	50%	19%	27%	9%	23%	7%

Notes:

The responses to this question return to their 2017 levels after dipping in 2018. Unlike in 2017 the mean responses do not vary by school and the EBS responses are no longer bimodal.

Question 15: Funding for faculty travel is adequate

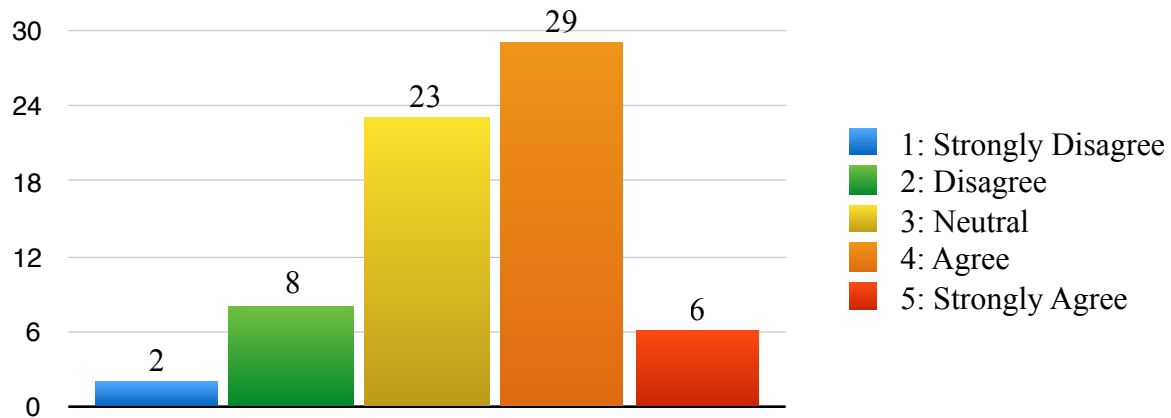


Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	1	1	1	1	2	1	1	2	2
Median	1	2	2	2	3	1	2	2	3
Quartile 3	2	2	3	4	4	2	3	3	4
Mean	1.9	1.8	2.2	2.4	2.7	1.6	2.3	2.4	2.9
Percentage Agreeing	16%	10%	16%	27%	29%	4%	15%	17%	33%
Percentage Disagreeing	77%	81%	67%	60%	44%	85%	60%	58%	31%

Notes:

The mean response varies by school with JMSB at 3.3 and A&S and EBS at 2.8. This represents a large change for both JMSB and A&S over last year's responses (2.0 and 2.2 respectively).

Question 16: Funding for faculty travel (allocation and reimbursement) is administered fairly and efficiently.



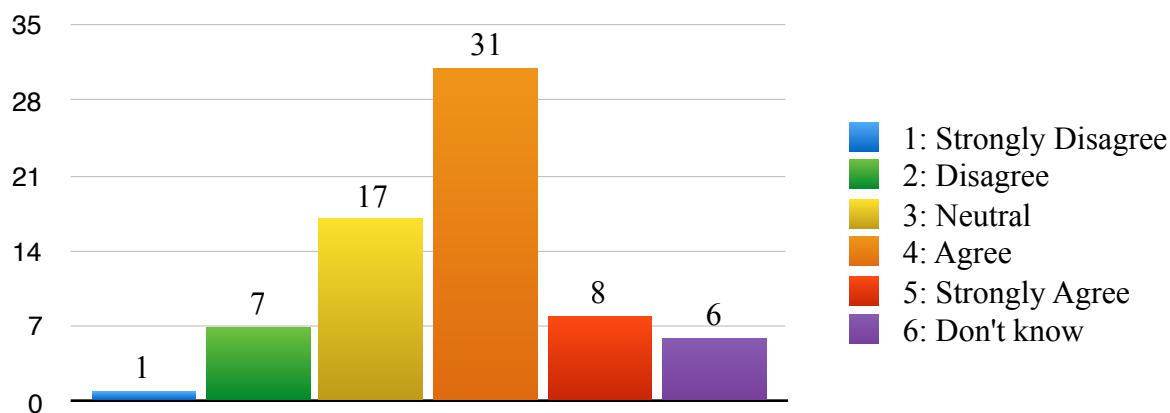
Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	1.25	2	2	2	3	2	2	2	3
Median	3	3	3	3	3	3	3	3	4
Quartile 3	4	4	4	4	4	3	4	4	4
Mean	2.7	2.7	2.9	2.7	3.2	2.6	3.0	2.9	3.4
Percentage Agreeing	29%	28%	27%	29%	40%	17%	38%	31%	51%
Percentage Disagreeing	41%	40%	31%	42%	20%	44%	28%	32%	15%

Notes:

The responses to this question noticeably improved from 2018, and now are at their all-time highest since 2011 (both in terms of mean responses and percentage agreeing).

Although the mean responses in each school increased, the A&S mean (3.2) is noticeably lower than in either EBS or JMSB (3.8). The JMSB mean responses improved by a full point (from 2.8 to 3.8) from 2018.

Question 17: The University devotes enough of its resources in support of academic instruction and spends them efficiently



Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	2	2	2	2	2	2	3
Median	2	2	3	2	3	2	4	3	4
Quartile 3	3	4	3	3	4	3.5	4	4	4
Mean	2.6	2.6	2.6	2.5	2.9	2.6	3.2	3.3	3.6
Percentage Agreeing	20%	28%	22%	20%	26%	25%	51%	48%	61%
Percentage Disagreeing	51%	55%	47%	63%	44%	56%	34%	27%	12%

Notes:

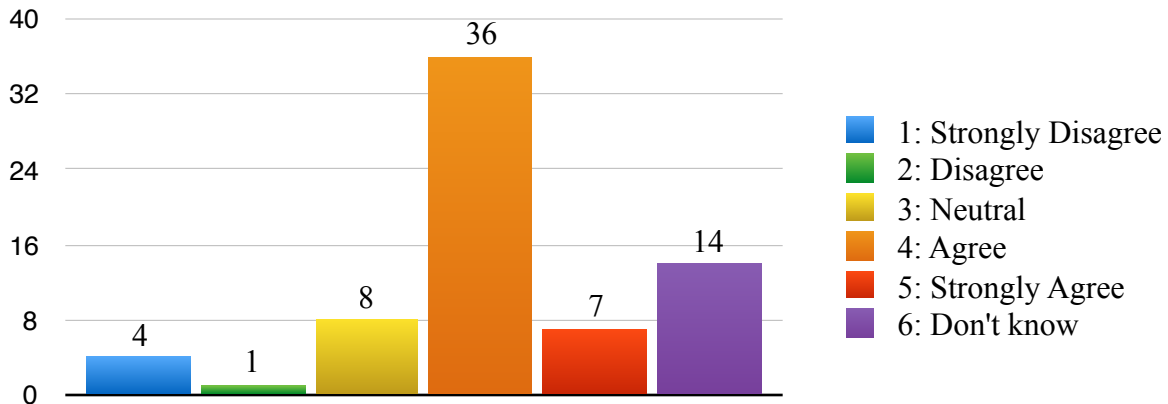
The “Don’t Know” responses were excluded when computing various statistics.

The mean response to this question are now at their highest level since 2011. This is primarily driven by a large rise in the mean response for JMSB (from 3.0 to 4.1), which is noticeably larger than in A&S (3.2) and EBS (3.8). In addition the JSMB responses this year are no longer bimodal (as they were in 2017).

Based on the (relatively small number of) comments, the improvements may stem from an increased focus on CIDT and support for online instruction.



Question 18: The University devotes enough of its resources in support of student services and spends them efficiently



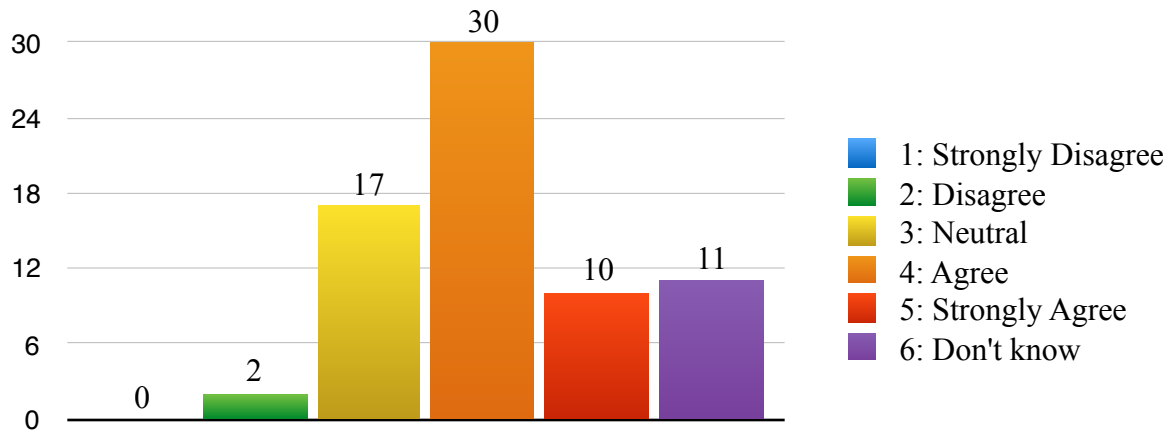
Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	2.75	3	3	3	3	2	3	3	4
Median	3	3	3	3	3	3	4	4	4
Quartile 3	4	4	4	4	4	4	4	4	4
Mean	3.2	3.3	3.1	3.3	3.5	3.2	3.5	3.6	3.7
Percentage Agreeing	32%	48%	33%	48%	48%	46%	57%	57%	77%
Percentage Disagreeing	25%	18%	20%	17%	8%	30%	15%	8%	9%

Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of student services,” so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses are not included in the numerical analysis.

The large increase in “percentage agreeing” is driven by the conversion of “Neutral” responses to “Agree” responses together with an increase of the number of faculty in the “Don’t Know” category (who are excluded from the computation).

Question 19: The University devotes enough of its resources to support administration and spends them efficiently



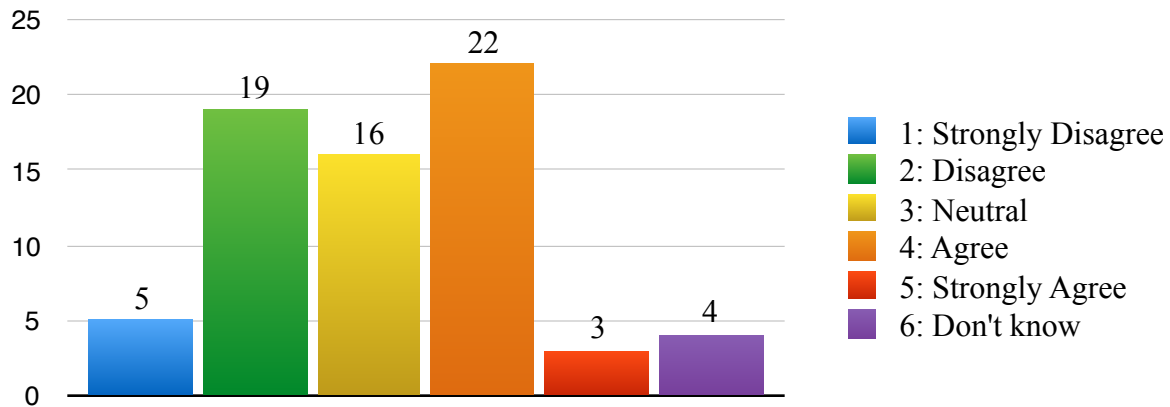
Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	2	1	2	2	2	3	3	3	3
Median	3	2	3	3	3	3	4	3.5	4
Quartile 3	3.25	3	3	4	4	4	4	4	4
Mean	2.7	2.3	2.5	2.9	3.1	3.3	3.5	3.4	3.8
Percentage Agreeing	25%	18%	18%	33%	33%	43%	55%	50%	68%
Percentage Disagreeing	43%	61%	47%	43%	31%	20%	17%	15%	3%

Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of administration”, so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses are not included in the numerical analysis.

The increase in mean response is primarily driven by an increase in A&S responses (from 3.3 to 3.7), although the A&S mean remains lower than the means in the other schools (EBS at 4.1, JMSB at 3.9).

Question 20: The University devotes enough of its resources to support its facilities and spends them efficiently



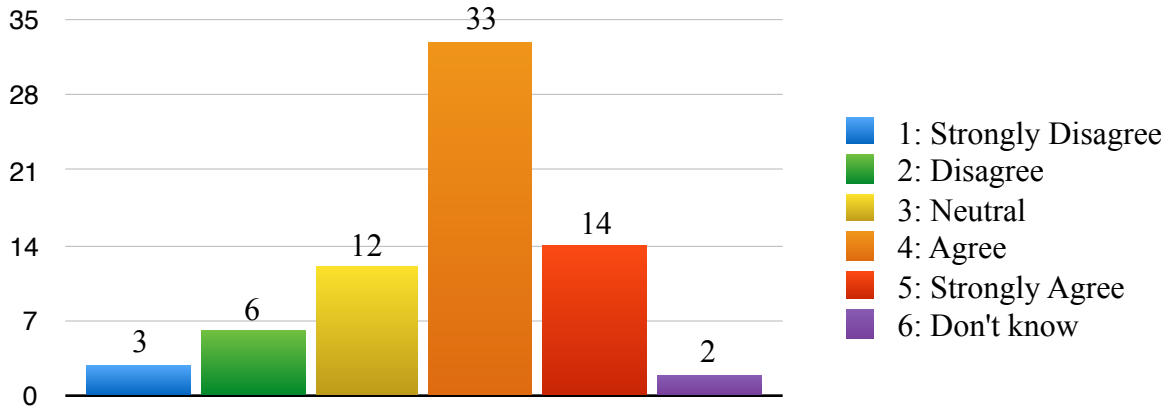
Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	1	1	2	1	2	2	2	2	2
Median	2	2	2	2	2	2	2	2	3
Quartile 3	4	3	3	3	4	3	3	3	4
Mean	2.5	2.2	2.4	2.1	2.7	2.3	2.4	2.6	3.0
Percentage Agreeing	27%	14%	19%	8%	27%	18%	15%	23%	38%
Percentage Disagreeing	54%	65%	62%	70%	55%	70%	59%	55%	37%

Notes:

Prior to 2014 this question was worded “The University uses its resources wisely in support of facilities”, so the historical information isn’t directly comparable but provided for reference. The “Don’t know” responses aren’t included in the numerical analysis.

The mean response to this question varied by school, with A&S at 2.7, EBS at 3.0, and JMSB at 3.5. While this is an improvement for all three schools over 2018, the rise for A&S (+0.2) was smaller than the other schools (EBS +0.6, JMSB +0.7).

Question 21: The University devotes enough of its resources to keep instructional technologies both current and widely available.



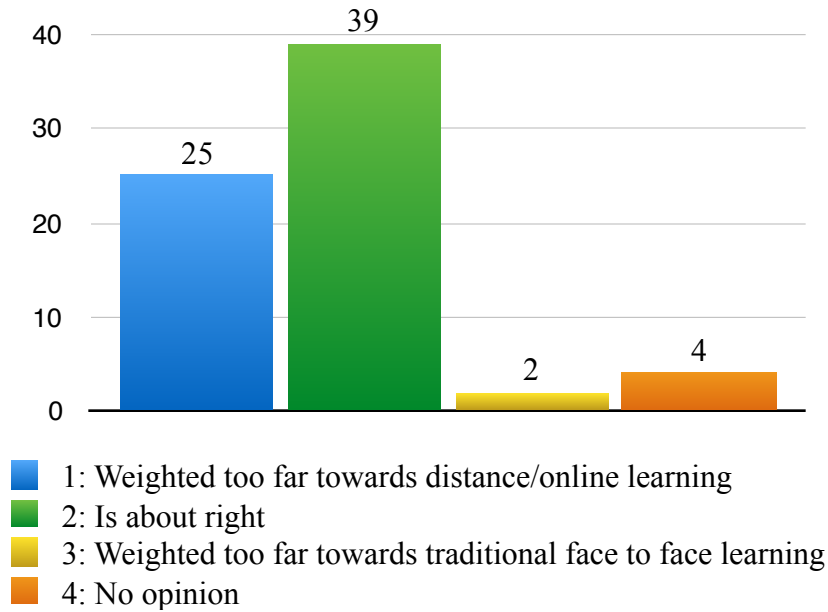
Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	2	2	2	3
Median	2	3	3	3	4	4
Quartile 3	3.5	4	4	4	4	4
Mean	2.5	3.2	3.0	3.1	3.4	3.7
Percentage Agreeing	25%	49%	43%	44%	60%	69%
Percentage Disagreeing	59%	29%	42%	28%	29%	13%

Notes:

The “Don’t Know” responses are not included in the statistics.

The mean response for this question continues to improve, and does not vary by school or length of service at Southeastern.

Question 22: The University’s balance between distance/online learning and traditional face to face instruction is:



Measure	2014	2015	2016	2017	2018	2019
Percentage “Too Far Distance”	39%	38%	44%	33%	48%	38%
Percentage “About Right”	56%	59%	38%	54%	48%	59%
Percentage “Too Far Traditional”	5%	3%	19%	12%	3%	3%
Mean	1.7	1.7	1.8	1.8	1.6	1.7

Notes:

The “No opinion” responses were not included in percentage and mean calculations.

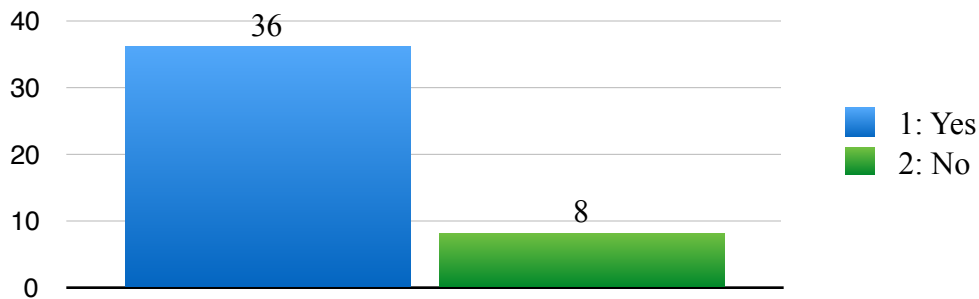
The mean response to this question for A&S (1.5) is lower than that for EBS and JMSB (1.8).

The mean response to this question is lower for faculty with 15 years or more at Southeastern (1.5) than for those here for 0-7 years (1.8) or 8-17 years (1.7).

Question 23: Do you have any thoughts, comments, or concerns regarding the TENURE & PROMOTION process? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 24: If you participated in the POST-TENURE Review process, has the process been clearly explained/communicated in the Academic Policies and Procedures Manual or by other means?



Notes:

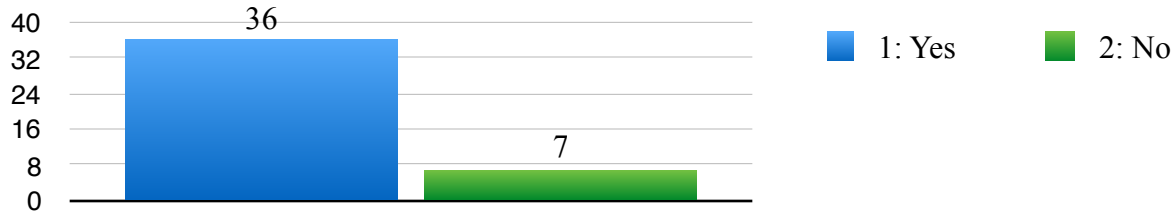
This question was created for the 2018 survey.

Measure	2018	2019
“Yes” percentage	91%	82%
“No” percentage	9%	18%

Notes:

The mean response for faculty here 0-7 years was higher (1.4, more weighted towards “No”) than for faculty here for 8-14 years (1.0) or 15+ years (1.1). This is understandable as most faculty would not go through post-tenure review until years 8-10, but may indicate that faculty nearing tenure or recently tenured may need a better introduction to the process.

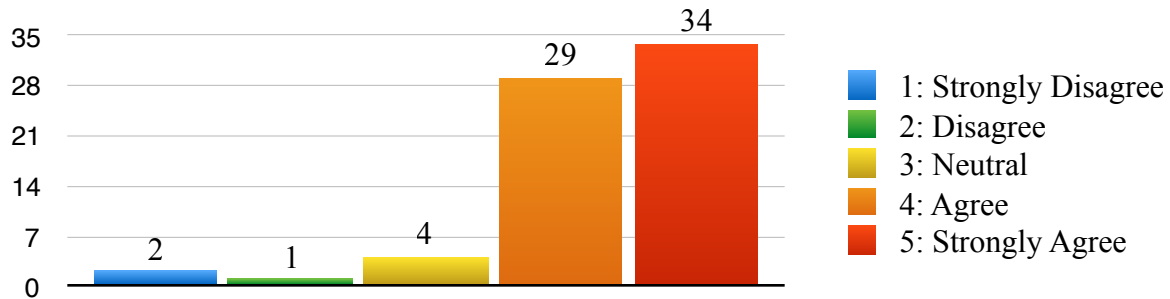
Question 25: If you participated in the POST-TENURE Review process, has the process been fairly administered?



Measure	2018	2019
“Yes” percentage	91%	83%
“No” percentage	9%	16%

Notes: The responses to this question are nearly identical to that of the previous question, both overall and in terms of length of service at Southeastern. Again this may indicate that faculty nearing tenure or recently tenured may need a better introduction to the process.

Question 26: Effective leadership is provided by the President



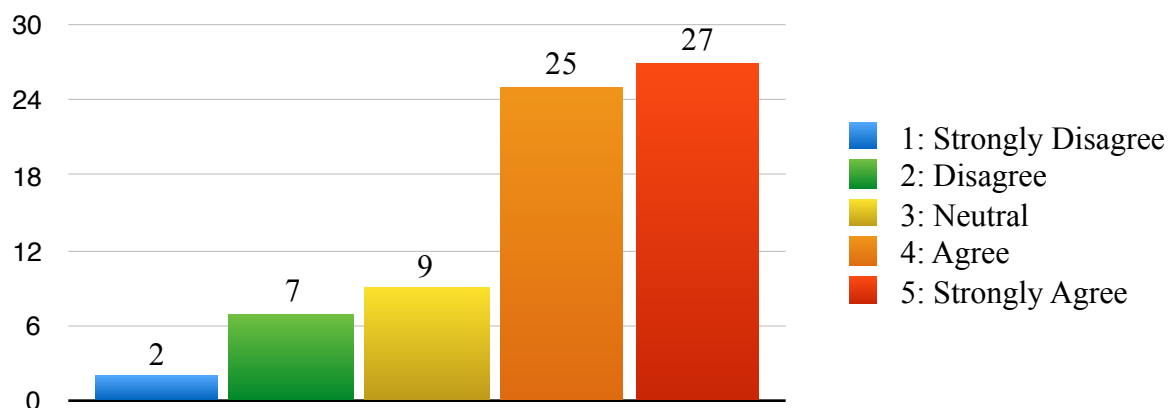
Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	2	2	4	3	4	4	4
Median	3	3	3	3	4	4	4	4	4
Quartile 3	4	4	4	4	4	5	5	5	5
Mean	2.8	3	2.9	2.8	4.0	3.9	4.2	4.3	4.3
Percentage Agreeing	30%	42%	37%	30%	77%	66%	89%	88%	90%
Percentage Disagreeing	36%	36%	34%	41%	2%	9%	6%	0%	4%

Notes:

The overall responses to this question are similar to the high results in 2017 and 2018.

The mean response in EBS (4.2) is lower than in A&S (4.4) and JMSB (4.5).

**Question 27: Effective leadership is provided by the Academic Vice-President**



Measure	2011	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	1	2	2	2	2	2	3	3	3
Median	2.5	3	3	3	3	3	4	4	4
Quartile 3	4	3	4	3	4	4	4	4	5
Mean	2.5	2.6	2.8	2.7	2.9	2.7	3.8	3.8	4.0
Percentage Agreeing	27%	22%	35%	23%	40%	28%	73%	74%	74%
Percentage Disagreeing	50%	45%	38%	38%	40%	43%	6%	10%	13%

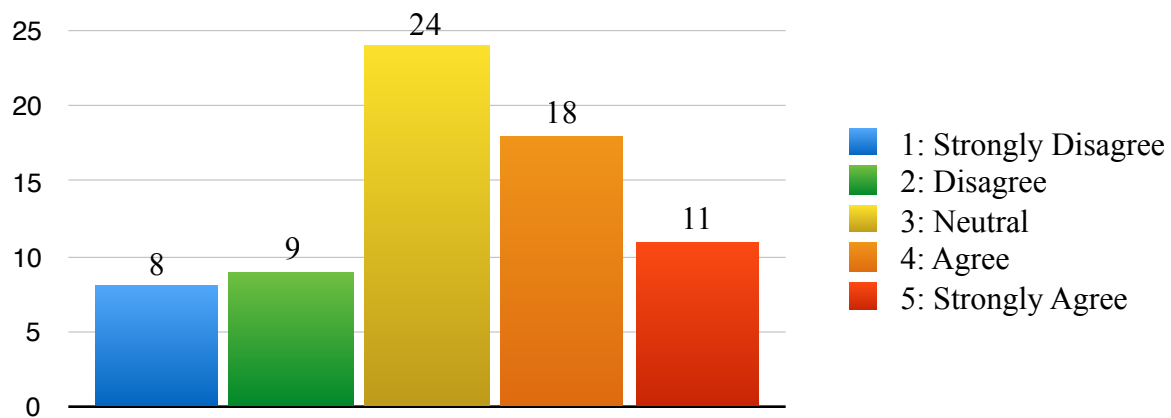
Notes:

The overall responses to this question have improved on the already high results from 2017 and 2018.

The mean response to this question varies by school, with A&S at 3.9, EBS at 4.2, and JMSB at 4.5.



Question 28: Effective leadership is provided by the Vice President for Business Affairs



Measure	2018	2019
Quartile 1	2	3
Median	3	3
Quartile 3	4	4
Mean	3.0	3.2
Percentage Agreeing	39%	41%
Percentage Disagreeing	30%	24%

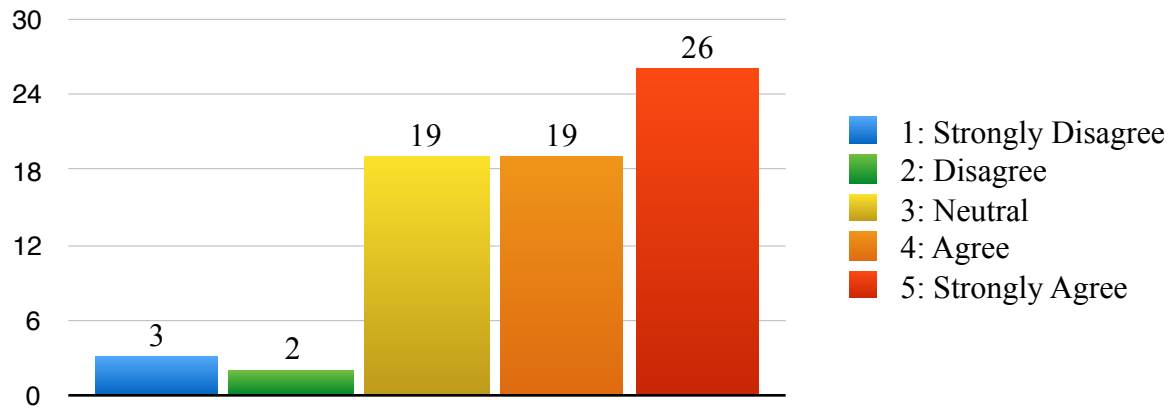
Notes:

This question was created for the 2018 survey.

The mean response to this question vary by school with the A&S staying at 2.9, EBS at 3.8 (+0.3 over 2018), and JMSB at 4.0 (a +1.1 increase over 2018).

The mean response also varied by years of service at Southeastern, with those faculty here 0-7 having a mean of 3.5, those here 8-14 having a mean of 3.3, and those here 15+ years a mean of 3.0. This pattern is consistent with the results in 2018.

Question 29: Effective leadership is provided by the Dean of the Graduate School, University Studies, E-Programming, and Academic Support.



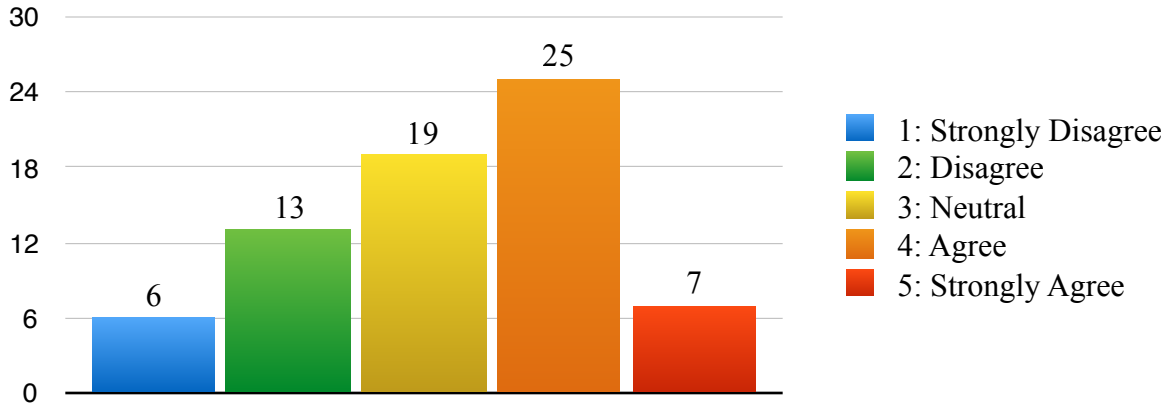
Measure	2017	2018	2019
Quartile 1	3	3	3
Median	4	4	4
Quartile 3	5	4	5
Mean	3.9	3.8	3.9
Percentage Agreeing	61%	61%	65%
Percentage Disagreeing	2%	3%	7%

Notes:

In 2017 this question was simply about the Dean of the Graduate School (as opposed to the position's currently increased portfolio) - so the 2017 data may not be directly comparable to that collected in later years.

The mean response to this question varies by school, with A&S at 2.9, EBS at 4.0, and JMSB at 4.3.

Question 30: Academic program assessment provides valuable information to our faculty



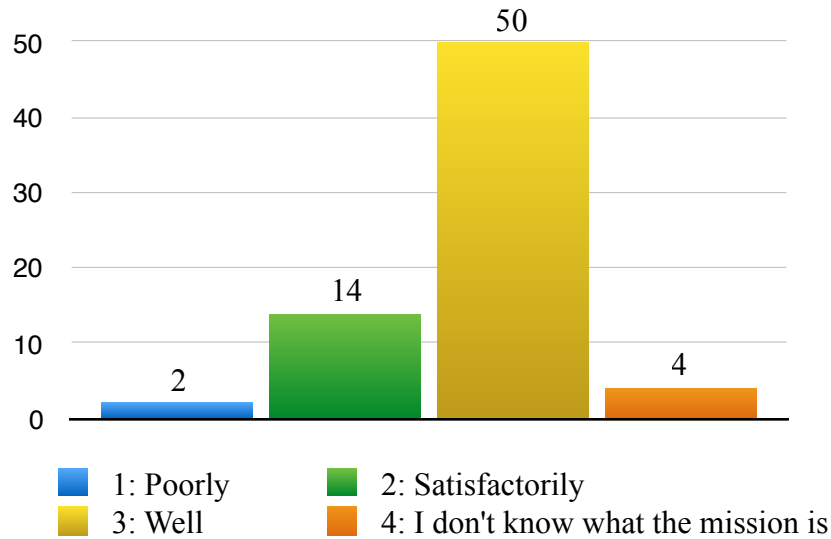
Measure	2014	2015	2016	2017	2018	2019
Quartile 1	2	2	2	2	2	2
Median	3	3	3	3	3	3
Quartile 3	4	4	4	4	4	4
Mean	2.8	2.8	2.7	3.0	2.9	3.2
Percentage Agreeing	29%	32%	26%	28%	27%	46%
Percentage Disagreeing	44%	39%	47%	34%	33%	27%

Notes:

The mean response to this question varies by school, with A&S at 2.9, EBS at 3.8, and JMSB at 3.7. This may reflect the additional utility one might expect from assessment as masters programs are either started or converted between formats.

Faculty at Southeastern for 0-7 years have a mean response of 3.4, slightly higher than those here for 8-14 years (3.2) or 15+ years (3.1).

Question 31: How well does the University fulfill its mission:



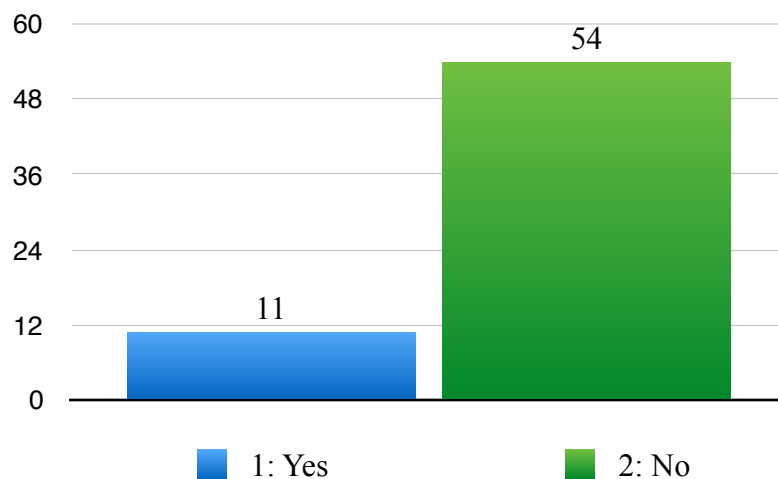
Measure	2014	2015	2016	2017	2018	2019
“Poorly” Percentage	18%	6%	13%	3%	5%	3%
“Satisfactorily” Percentage	46%	60%	62%	44%	43%	20%
“Well” Percentage	25%	27%	23%	46%	51%	71%
“Don’t know the mission” Percentage	11%	6%	2%	6%	2%	4%

Notes:

The faculty perception of how well we fulfill our mission has jumped upward significantly from 2017 to 2018, primarily from “Satisfactory” responses moving to “Well” ones.

The responses to this question vary somewhat by school, with A&S at 2.7, EBS at 2.8, and JMSB at 3.0. The A&S and JMSB means rose by 0.3 points on the 3 point scale over their 2018 responses.

Question 32: Does the Mission Statement need to be revised? If so, how?



Measure	2018	2019
“Yes” percentage	15%	17%
“No” percentage	85%	83%

Notes:

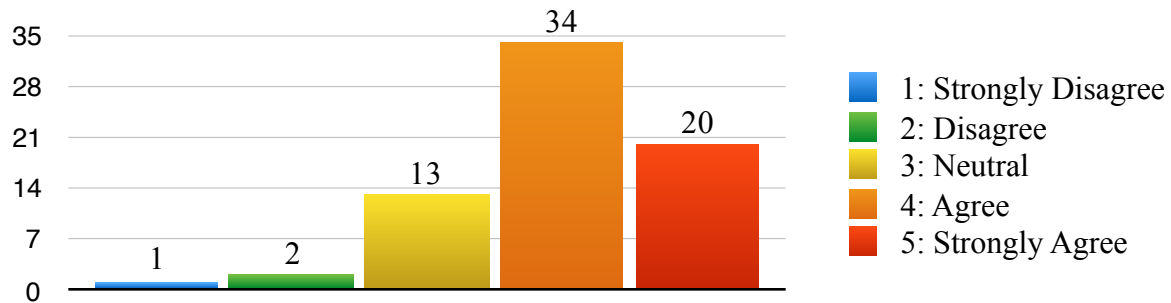
This question was created for the 2018 survey.

The results for this question did not appreciably change from 2018 - the large majority of faculty do not see a need to revise the mission statement. Based on the comments, some of those who want to revise the mission statement want to incorporate/include the recent emphasis on online education.

Question 33: Do you have any thoughts, comments, or concerns regarding the seven-week accelerated online format? (open-ended)

The responses to this open-ended question are available in the full version of the survey report.

Question 34: I believe the Faculty Senate works on issues that are important to me as a faculty member.



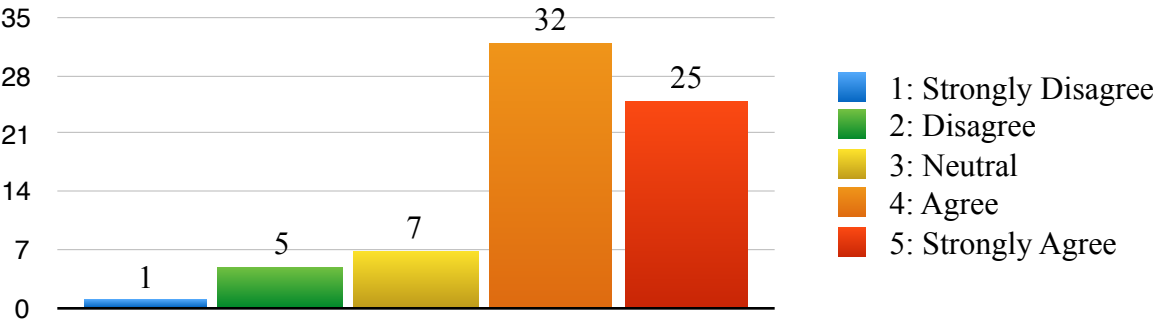
Measure	2012	2013	2014	2015	2016	2017	2018	2019
Quartile 1	3	3	4	3	3	4	3	4
Median	4	4	4	4	4	4	4	4
Quartile 3	4	4	5	5	5	4	4	5
Mean	3.6	3.7	4.0	3.9	3.7	3.9	3.8	4.0
Percentage Agreeing	66%	66%	81%	70%	68%	78%	67%	77%
Percentage Disagreeing	16%	10%	3%	8%	17%	6%	6%	4%

Notes:

Overall the faculty believe that the Senate continues to work on issues that are important to faculty.

In a change from previous surveys, the faculty in A&S have a lower mean response (4.0) than in either EBS (4.4) or JMSB (4.2).

Question 35: The activities of the Faculty Senate are effectively communicated to the faculty.

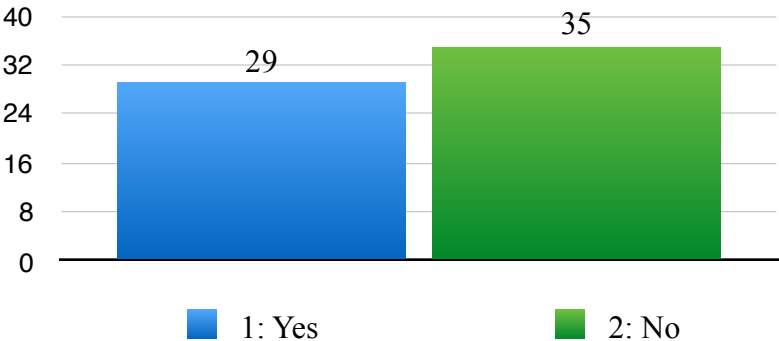


Measure	2014	2015	2016	2017	2018	2019
Quartile 1	3	4	4	4	4	4
Median	4	5	4	4	4	4
Quartile 3	4	5	5	5	5	5
Mean	3.6	4.1	4.0	4.3	4.0	4.1
Percentage Agreeing	65%	84%	83%	94%	79%	81%
Percentage Disagreeing	16%	8%	11%	3%	2%	9%

Notes:

The mean response for A&S (4.1) is noticeably lower than in either EBS (4.4) or JMSB (4.5). The JMSB mean of 4.5 is a significant improvement over the 2018 mean of 3.9.

Question 36: Would you be interested in serving on the Faculty Senate in the future? Why or why not?



Measure	2013	2014	2015	2016	2017	2018	2019
Percentage willing to serve	41%	44%	42%	36%	36%	37%	44%
Percentage not willing to serve	59%	56%	58%	64%	64%	63%	55%

Notes:

The percentage of faculty respondents who are interested in Senate service rose slightly in 2019, returning to 2013-2015 levels.

**Question 37: What do you think the University does well? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.

**Question 38: What do you think the University could do better? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.

**Question 39: How do you think the university could improve its student recruiting efforts? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.

**Question 40: What items should the Faculty Senate be working on in the next few years? (open-ended)**

The responses to this open-ended question are available in the full version of the survey report.