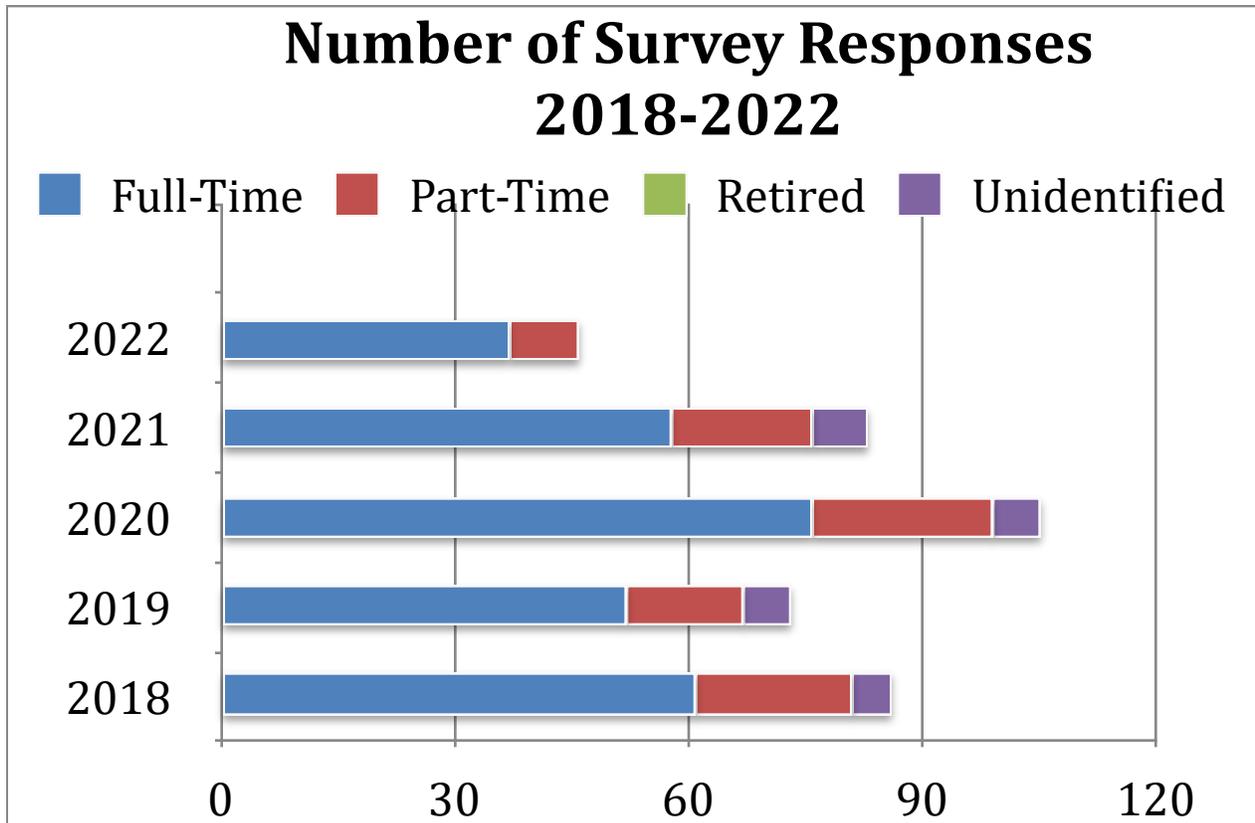


2022 FACULTY SENATE SURVEY

(comments not included)



The survey was open from April 21 and closed on May 19. All of the responses occurred between May 2 and May 19. There were 46 respondents who substantially completed the 2022 survey. In 2020, we had the highest response rate ($n=105$). This year we included a 'retired' category and removed the 'prefer not to identify' category.

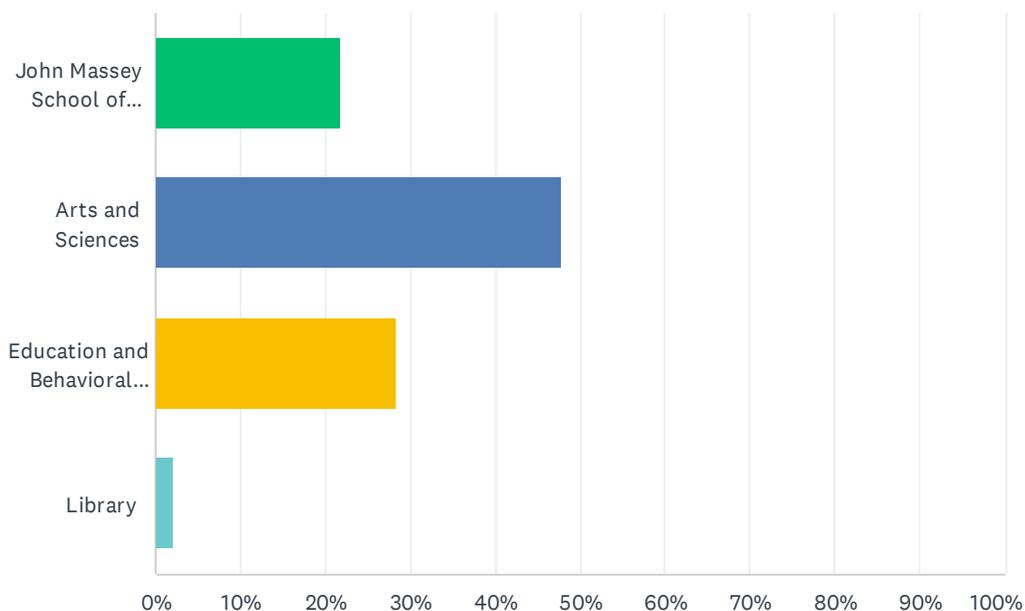
Due to the relatively small sample sizes in different categories (such as faculty by school), general trends are noted without tests of statistical significance. Reported means are rounded to the nearest tenth and percentages round to the nearest whole number (and so may not add to 100%).

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.

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.

Q1 What is your academic school?

Answered: 46 Skipped: 0

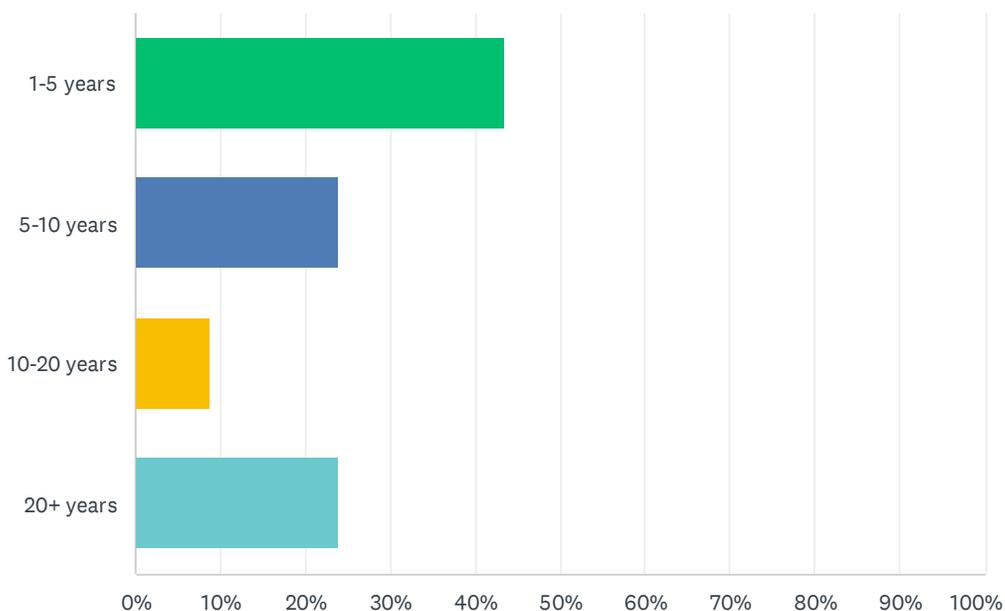


ANSWER CHOICES	RESPONSES	
John Massey School of Business	21.74%	10
Arts and Sciences	47.83%	22
Education and Behavioral Sciences	28.26%	13
Library	2.17%	1
TOTAL		46

There is a noticeable decrease in A&S faculty (31 to 22 respondents) and JMBS faculty (17 to 10 respondents) from 2021 to 2022. EBS respondents increased (11 respondents; 13 respondents). The library increased its participation from zero respondents to 1. It's difficult to draw any conclusions given the small sample size of only 46 total respondents.

Q2 How many years have you worked at Southeastern?

Answered: 46 Skipped: 0

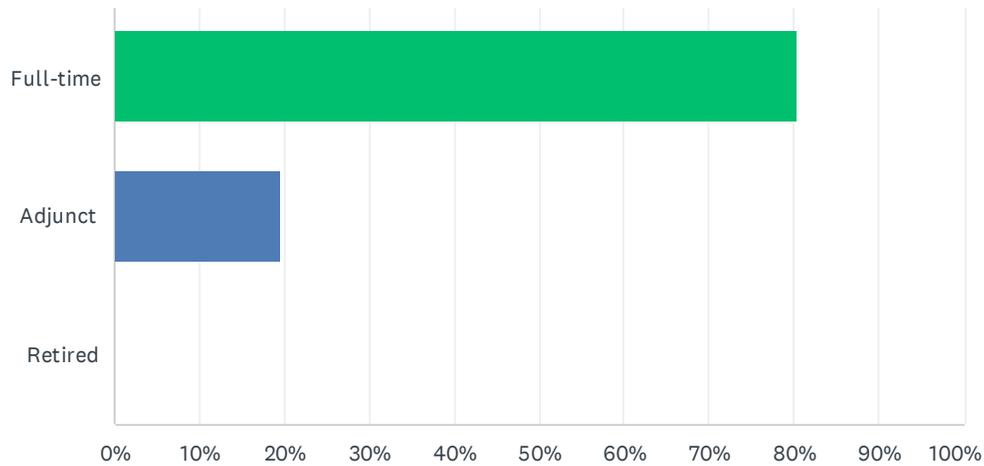


ANSWER CHOICES	RESPONSES	
1-5 years	43.48%	20
5-10 years	23.91%	11
10-20 years	8.70%	4
20+ years	23.91%	11
TOTAL		46

The categories changed this year. Our first category this year is 1-5 years and had the most respondents (n=20). Our next category, 5-10 years had 11 respondents as did our last category of 20+ years. The lowest category was 10-20 years with only 4 responding.

Q3 What type of faculty are you?

Answered: 46 Skipped: 0

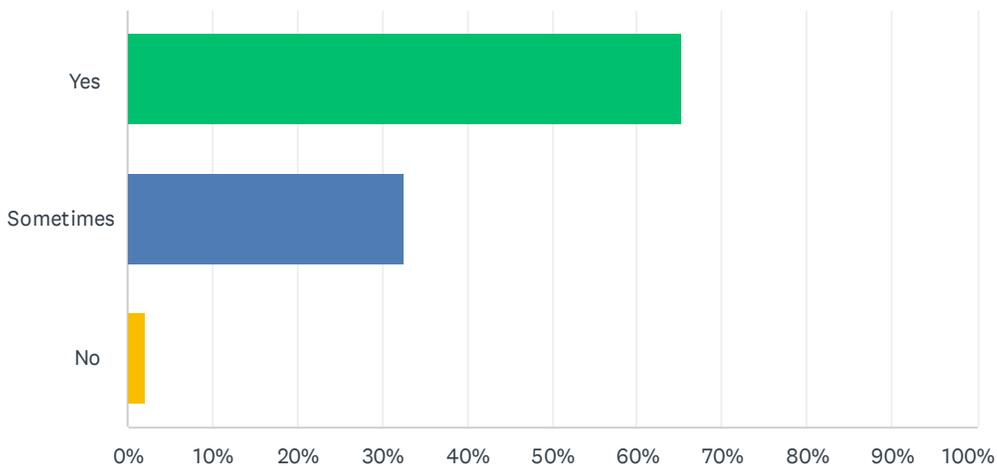


ANSWER CHOICES	RESPONSES
Full-time	80.43% 37
Adjunct	19.57% 9
Retired	0.00% 0
TOTAL	46

The number of faculty who reported being full-time and part-time decreased from 58 to 37 and 18 to 9, respectively, when comparing the 2021 to the 2022 survey results. We added a category, 'retired', in which there were no respondents.

Q4 Do you believe Southeastern Oklahoma State University fulfills its stated mission?

Answered: 46 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.22%	30
Sometimes	32.61%	15
No	2.17%	1
TOTAL		46

The question and response categories changed this year for this question. In the past, the question asked the respondents to indicate how well the University fulfills its mission. 6% of the respondents on the 2021 survey indicated not knowing what the mission is with the remainder responding Well (50%) and Satisfactorily (41%). In comparison to 2020, 5% of the faculty indicated not knowing what the mission is with the remainder responding Well (63%) and Satisfactorily (32%). In 2019, 4% indicated not knowing, 71% reported that the university was doing ‘Well’, and 20% responded Satisfactorily. This year the question asked the respondents to indicate their perception of whether or not the University fulfills its stated mission. The response choices changed to ‘Yes’, ‘Sometimes’, or ‘No’. Of the 46 respondents, 65% indicated that they felt the University fulfills its mission with approximately 33%, or 1/2 of the respondents (n = 30 and 15, respectively) indicating the the University sometimes fulfills the mission. Only 1 respondent indicated that they did not feel the University fulfilled its mission.

Q5 What do you think the University does well?

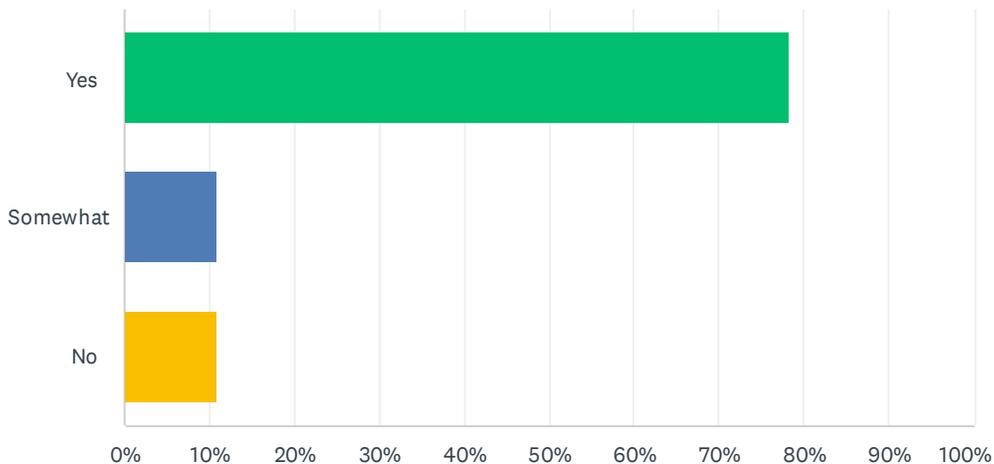
The responses to this open-ended question are available in the full version of the survey report.

Q6 What do you think the University can do better?

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

Q7 If you have a concern or a grievance, are you aware of the necessary procedures to follow? You can access the Southeastern Oklahoma State University Academic Policies and Procedures Manual (A.P.P.M.) [HERE](#).

Answered: 46 Skipped: 0

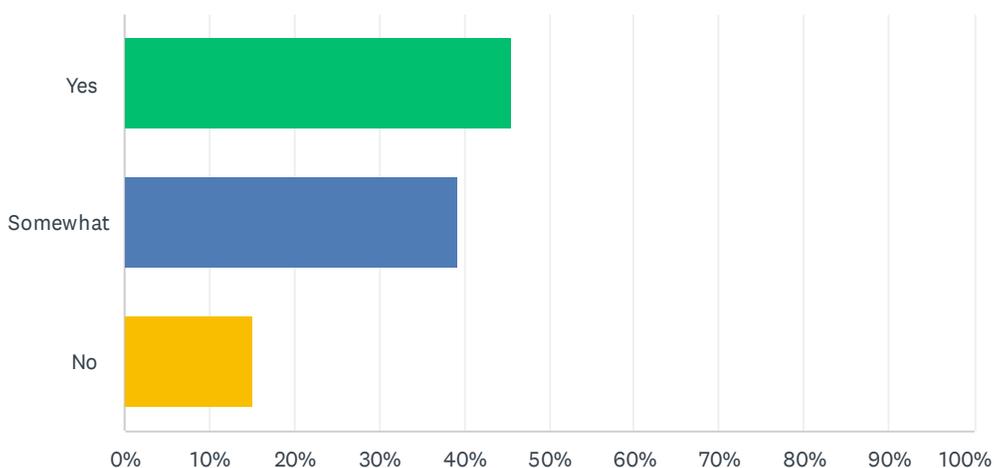


ANSWER CHOICES	RESPONSES	
Yes	78.26%	36
Somewhat	10.87%	5
No	10.87%	5
TOTAL		46

This question is new to this year’s survey. 78% (n = 36) indicated that they are aware of the procedures to follow if they have a concern or grievance. Only 5 respondents (~11%) responded that they were ‘somewhat’ aware and the same amount of faculty indicated that they did not know the procedures. A link to the University Academic Policies and Procedures Manual was included.

Q8 A stated priority in our most recent Quality Initiative Proposal is transforming Southeastern into a "student-ready college," an institution that "strategically and holistically advances student success, and works tirelessly in its pursuits to educate ALL students for civic and economic participation in a global, interconnected society" (McNair et al, 2016). This initiative has been discussed in more detailed during both Shared Governance Forums this spring. Do you believe the University is taking the appropriate steps to create a "student ready college"?

Answered: 46 Skipped: 0

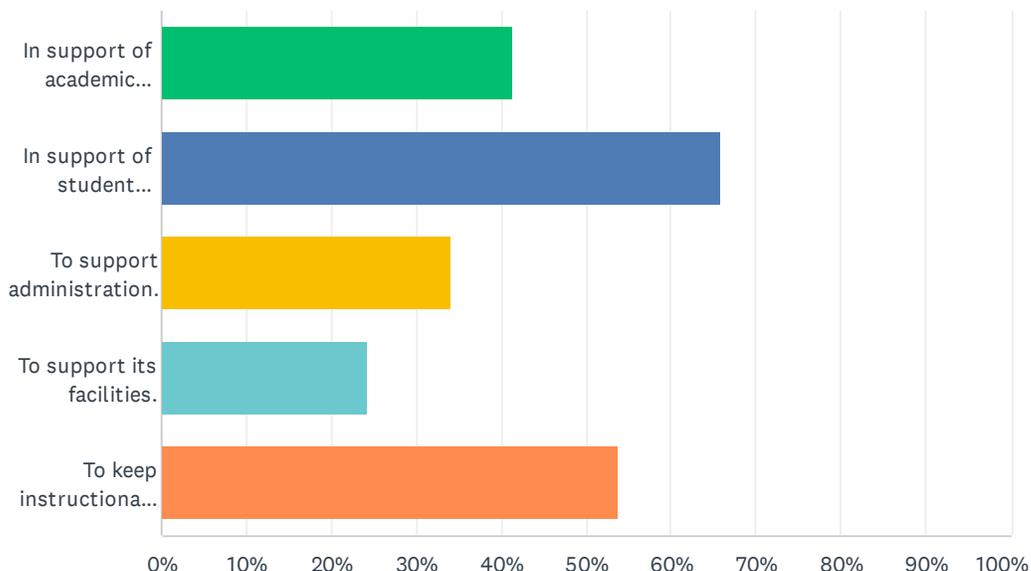


ANSWER CHOICES	RESPONSES	
Yes	45.65%	21
Somewhat	39.13%	18
No	15.22%	7
TOTAL		46

This is another new question on our survey for this year and asked faculty to indicate whether they thought the University is taking the appropriate steps to create a 'student-ready college'. The responses were somewhat split with 21 respondents indicating that they felt that the University was taking the appropriate steps and 18 responding with 'somewhat'. Seven (15%) of the respondents felt that the University was not taking the appropriate steps.

Q9 Check all that apply - Southeastern devotes enough of its resources and spends efficiently:

Answered: 41 Skipped: 5

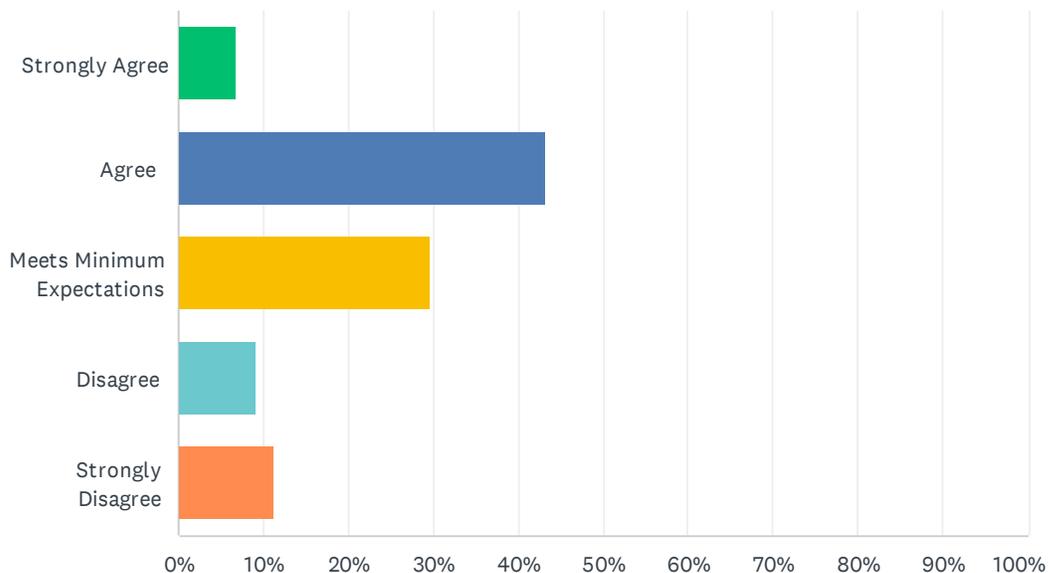


ANSWER CHOICES	RESPONSES	
In support of academic instruction.	41.46%	17
In support of student services.	65.85%	27
To support administration.	34.15%	14
To support its facilities.	24.39%	10
To keep instructional technologies both current and widely available.	53.66%	22
Total Respondents: 41		

This question combined some the related questions from previous surveys. It appears that the respondents feel that the University does a good job of supporting student services (~66%, n = 27). Approximately 54% or 22 respondents felt that the University keeps instructional technologies both current and available. Only 24% (n=10) of the respondents felt that the University supports its facilities. The remaining 31 respondents felt that the University supports its administration (n = 14) and academic instruction (n=17). The corresponding questions from last year's (2021) survey reveal very similar percentages.

Q10 Academic program assessment provides valuable information to our faculty.

Answered: 44 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.82%	3
Agree	43.18%	19
Meets Minimum Expectations	29.55%	13
Disagree	9.09%	4
Strongly Disagree	11.36%	5
TOTAL		44

39% of the 2021 respondents agreed with this statement as compared to 32% in 2020. This year 50% of the respondents agreed with this statement which is a considerable increase. In 2021 25% disagreed as compared to 20% in 2022.

Q11 You would describe your morale over the last academic year as.....

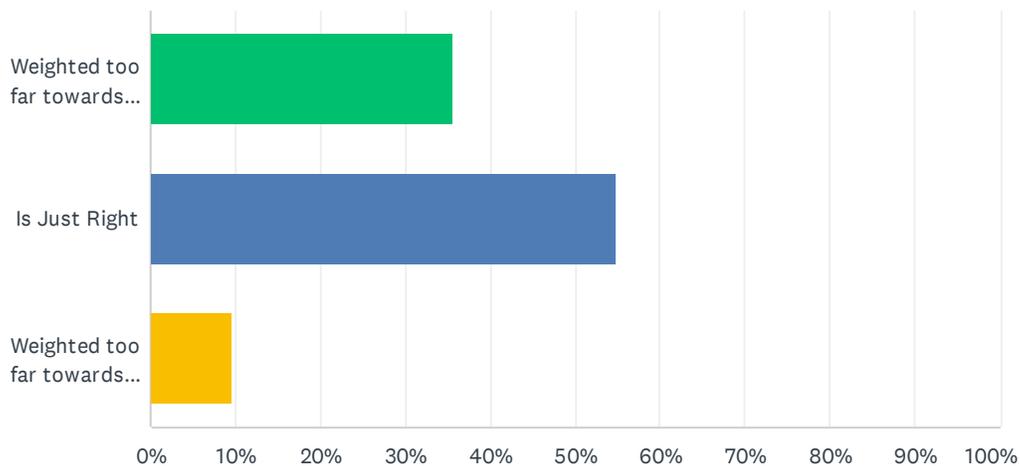
The responses to this open-ended question are available in the full version of the survey report.

Q12 What factors (positive and/or negative) influence morale at Southeastern?

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

Q13 Describe the University's balance between distance and face-to-face learning.

Answered: 42 Skipped: 4



ANSWER CHOICES	RESPONSES	
Weighted too far towards Distance or Online Learning	35.71%	15
Is Just Right	54.76%	23
Weighted too far towards Traditional Face-to-Face Learning	9.52%	4
TOTAL		42

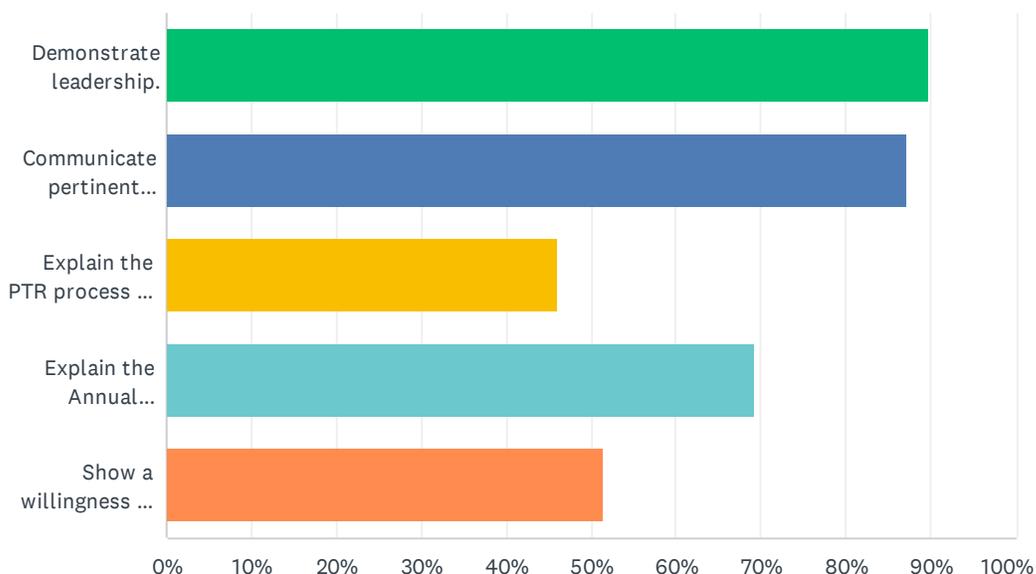
10% of the respondents on the 2021 survey feel that we have too much F2F emphasis. The same result was found in this year's survey. This is up from 2020 (5%) and 2019 (3%). This year, 55% felt the balance was just right which is up from 45% in 2021. The feeling that we have too much offered online is down (~10%) from 2021 (30%). This is a considerable drop in perception regarding the weighting of course offerings.

Q14 Describe your thoughts regarding the seven-week accelerated distance format.

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

Q15 Check all that apply - Does your Department Chair effectively:

Answered: 39 Skipped: 7



ANSWER CHOICES	RESPONSES	
Demonstrate leadership.	89.74%	35
Communicate pertinent departmental information in a timely fashion.	87.18%	34
Explain the PTR process to you (if you are a tenure-track Faculty member).	46.15%	18
Explain the Annual Performance Evaluation to you.	69.23%	27
Show a willingness to observe class and give constructive feedback on pedagogy.	51.28%	20
Total Respondents: 39		

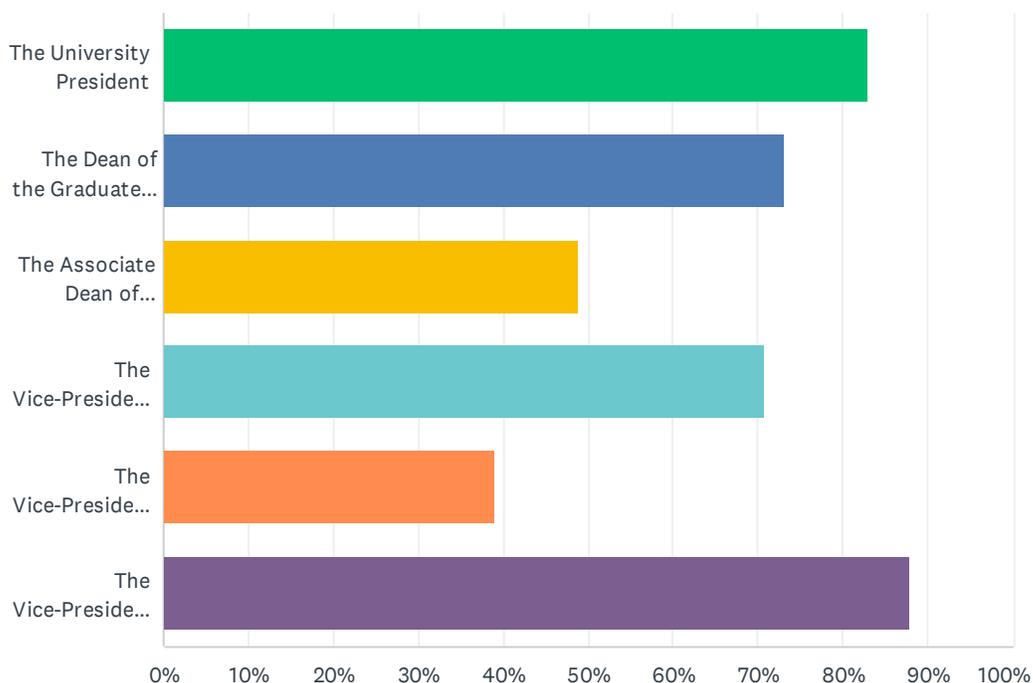
This was a new question on the 2021 survey and was reworded for this year's survey. Approximately 90% (n = 35 of 39 respondents) indicated that their department chair demonstrated leadership with 87% (n = 34) thought that their chair communicated pertinent departmental information in a timely manner. 27 of the respondents (69%) responded that the annual performance evaluation was explained to them with 46% (n =18) indicating that the PTR process was explained. 20 of the 39 (51%) respondents said that the chair showed a willingness to observe class and offer constructive feedback on pedagogy.

Q16 Do you have any other comments or concerns about your department chair?

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

Q17 Check all that apply - Effective leadership is provided by:

Answered: 41 Skipped: 5

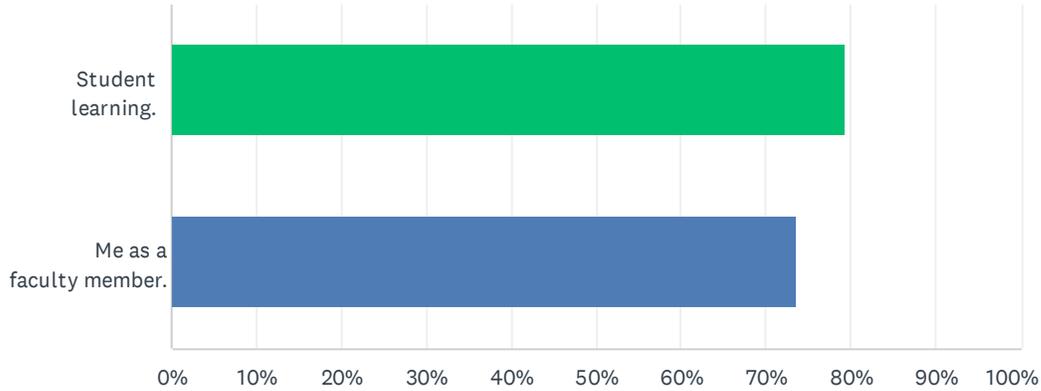


ANSWER CHOICES	RESPONSES	
The University President	82.93%	34
The Dean of the Graduate School	73.17%	30
The Associate Dean of Institutional Research and Records	48.78%	20
The Vice-President for Student Affairs	70.73%	29
The Vice-President for Business Affairs/ Chief Financial Officer	39.02%	16
The Vice-President for Academic Affairs	87.80%	36
Total Respondents: 41		

These were individual questions on our previous surveys. This year we combined them into one question. 88% or 36 of 41 of the respondents indicated that the VPAA provided effective leadership (up from 80% in 2021) with 34 (83%) of the respondents felt that the President’s leadership was effective which is up from 2021 (64%). 30 (73%) of the respondents (up from 65% in 2021) felt that the Dean of the Graduate School showed effective leadership with 71% (n = 29) indicating a positive response for the VPSA’s leadership. 49% and 39% of the respondents felt that the ADIRR and the VPBA demonstrated effective leadership.

Q18 Check all that apply - The administration solicits faculty input when creating or revising policies that directly affect:

Answered: 34 Skipped: 12

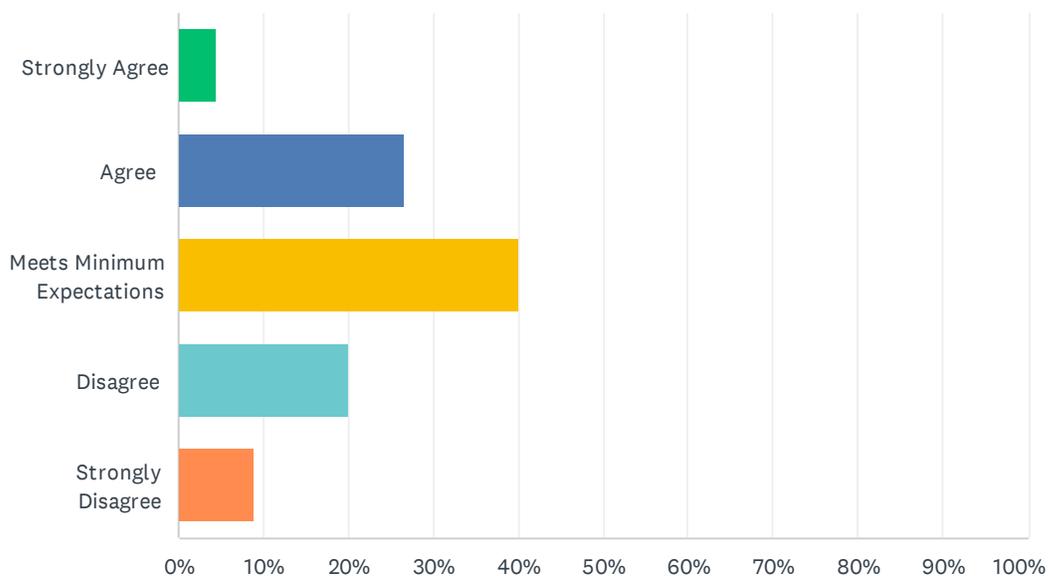


ANSWER CHOICES	RESPONSES
Student learning.	79.41% 27
Me as a faculty member.	73.53% 25
Total Respondents: 34	

This question was reworded from last year's survey. Generally, this could be considered as being significantly higher from previous years' results with only 35% indicating that they were often or always asked for input while this year's survey 79% and 74% reporting that they had input in decision making in regard to student learning and themselves as faculty members.

Q19 I feel Southeastern does enough to recruit quality faculty.

Answered: 45 Skipped: 1

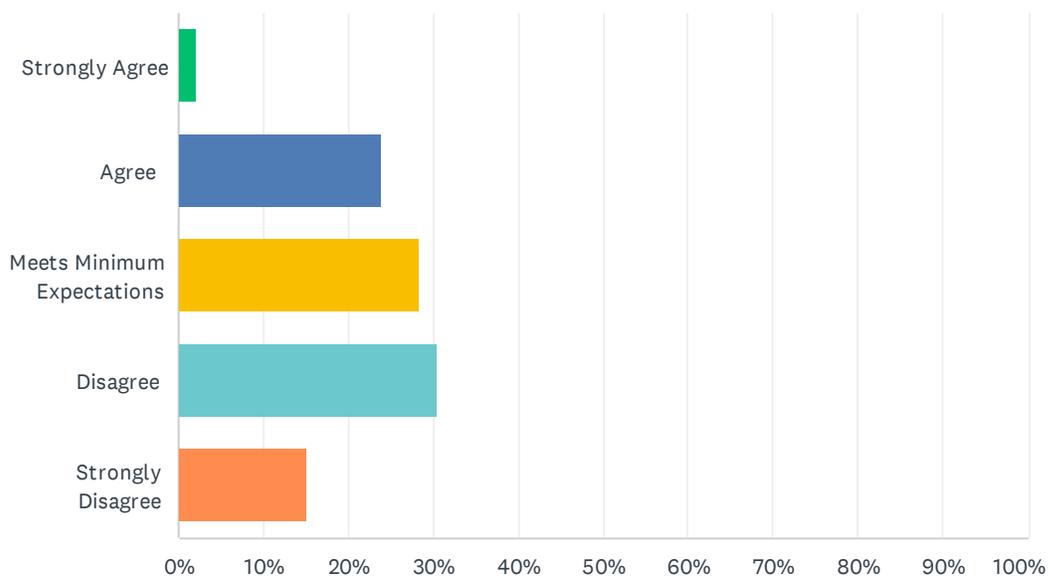


ANSWER CHOICES	RESPONSES	
Strongly Agree	4.44%	2
Agree	26.67%	12
Meets Minimum Expectations	40.00%	18
Disagree	20.00%	9
Strongly Disagree	8.89%	4
TOTAL		45

This question was not addressed on last year's survey. On this question, 13 (31%) of the respondents either agreed or strongly agreed that the University does enough to recruit quality faculty. We added a new response choice, 'Meets Minimum Expectations', on this survey and 40% responded to this choice.

Q20 I feel Southeastern does enough to retain quality faculty.

Answered: 46 Skipped: 0

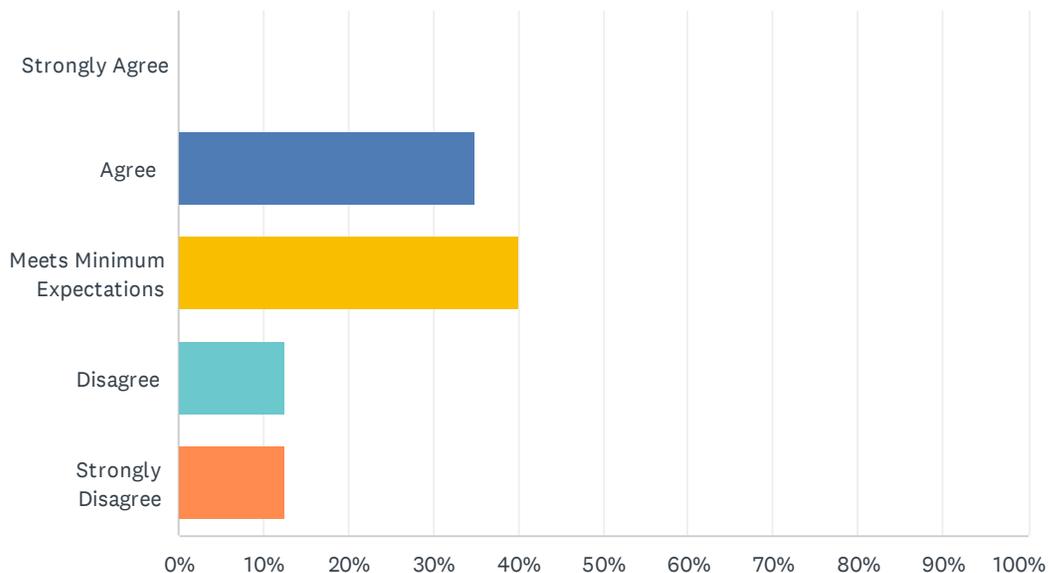


ANSWER CHOICES	RESPONSES	
Strongly Agree	2.17%	1
Agree	23.91%	11
Meets Minimum Expectations	28.26%	13
Disagree	30.43%	14
Strongly Disagree	15.22%	7
TOTAL		46

Approximately 26% of the respondents agreed that the University does enough to retain quality faculty which is down from 33% in 2021. We added a new response choice, 'Meets Minimum Expectations', and 28% of the faculty responded to this choice. 46% of the respondents disagree or strongly disagree that the University does enough to retain quality faculty which is consistent with last year's survey results (45%).

Q21 The level of funding for faculty travel (allocation and reimbursement) is administered fairly and efficiently.

Answered: 40 Skipped: 6

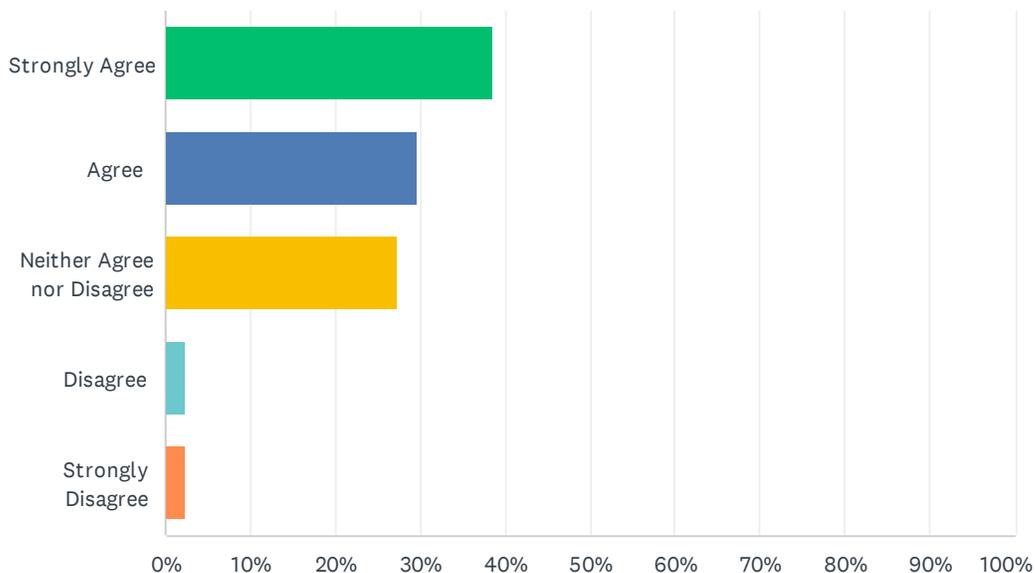


ANSWER CHOICES	RESPONSES	
Strongly Agree	0.00%	0
Agree	35.00%	14
Meets Minimum Expectations	40.00%	16
Disagree	12.50%	5
Strongly Disagree	12.50%	5
TOTAL		40

35% of the faculty agreed that funding for faculty travel is administered fairly and efficiently. This is up from 2021 in which 30% agreed with the statement. The new response choice, 'Meets Minimum Expectations' received 40% of the responses, and 25% disagreed with this statement. 10% disagreed on the 2021 survey. On the 2021 survey, 42 of the 70 respondents remained 'neutral'.

Q22 Have you, or someone you know, considered leaving the University due to faculty pay and/or compensation factors?

Answered: 44 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	38.64%	17
Agree	29.55%	13
Neither Agree nor Disagree	27.27%	12
Disagree	2.27%	1
Strongly Disagree	2.27%	1
TOTAL		44

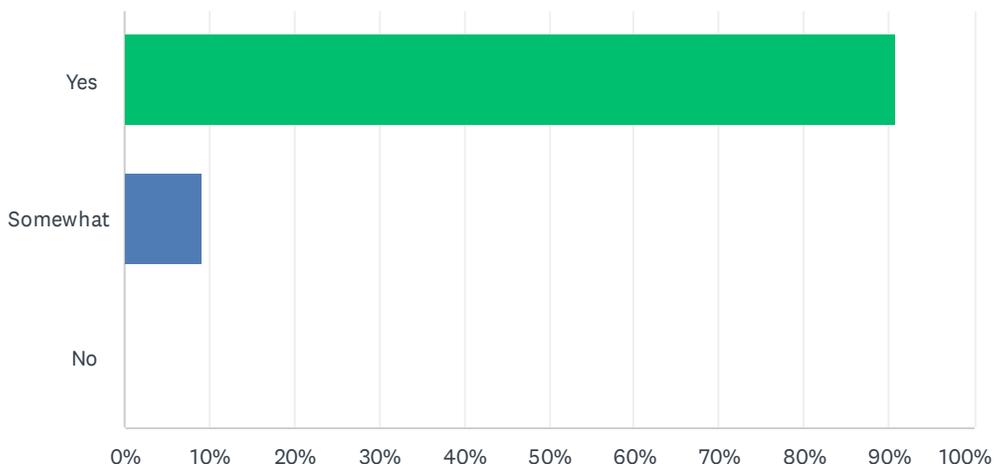
The results from this question indicated that 30 of the 44 (69%) respondents agreed with this statement. Last year 41% agreed with this statement with the same amount disagreeing. 12 respondents neither agreed nor disagreed and remained neutral (27%) with the remainder of the respondents disagreeing with the statement (2 of 44 respondents).

Q23 How do you envision your participation in shared governance as a faculty member?

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

Q24 The Faculty Senate effectively communicates its activities (through agendas, the News Brief, and Shared Governance Forum invitations) to the faculty.

Answered: 44 Skipped: 2

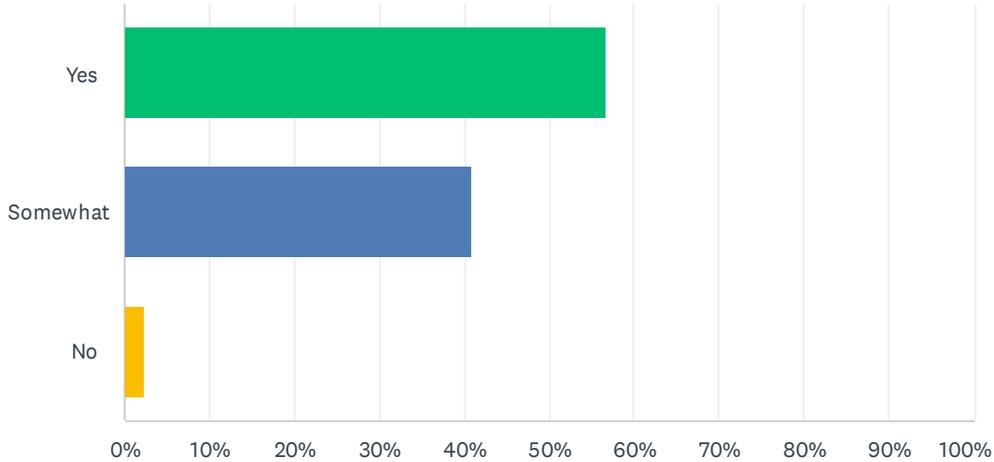


ANSWER CHOICES	RESPONSES	
Yes	90.91%	40
Somewhat	9.09%	4
No	0.00%	0
TOTAL		44

40 of the 44 respondents (91%) agreed that the Faculty Senate effectively communicates its activities to the faculty. This is up from 73% in 2021. 9% (n = 4) felt that the Senate 'Somewhat' effectively communicated.

Q25 We have held four (4) Shared Governance Forums during this Academic Year. Do you consider the Shared Governance Forums useful in conveying information between faculty and administration?

Answered: 44 Skipped: 2

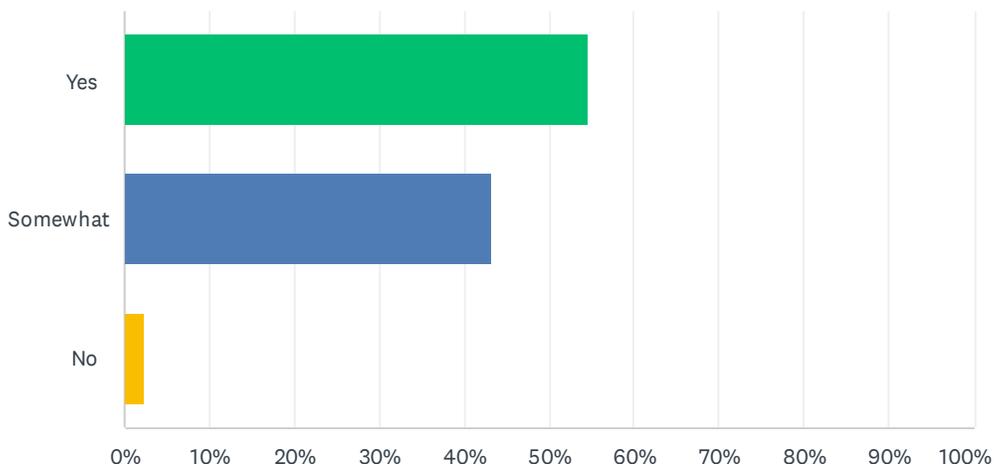


ANSWER CHOICES	RESPONSES	
Yes	56.82%	25
Somewhat	40.91%	18
No	2.27%	1
TOTAL		44

The response choices were changed from last year's survey. With the change in choices, it's difficult to compare from year to year. This year (2022), 57% of the respondents agreed with this statement. 57% of the respondents agreed on last year's survey. 41% felt that the Shared Governance forums somewhat useful in conveying information between faculty and administration. Only 1 of the 44 respondents felt that the forums did not convey useful information.

Q26 The Shared Governance Forums have fostered respect and trust between the faculty and administration by working on various issues or concerns.

Answered: 44 Skipped: 2

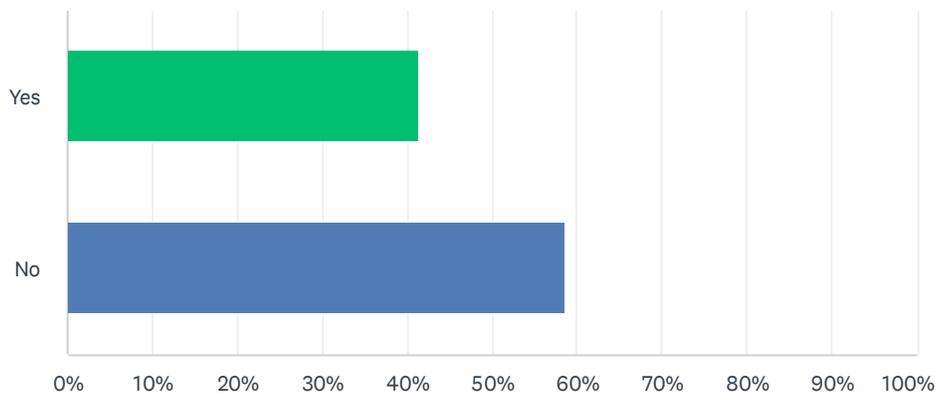


ANSWER CHOICES	RESPONSES	
Yes	54.55%	24
Somewhat	43.18%	19
No	2.27%	1
TOTAL		44

As with the previous question, the results are very similar this year. 55% (24 of 44) of the respondents agreed that the forums foster mutual respect and trust with 43% feeling that the forums ‘somewhat’ fostered respect and trust. Only 1 of 44 disagreed with the statement. Last year (2021), the decline has continued (61%). Perhaps this is due to the change in the answer choices or it may be that the trend is continuing as discussed in last year’s survey results (70% in 2019, 67% in 2020).

Q27 Have you ever served or are you currently serving on the Faculty Senate?

Answered: 46 Skipped: 0

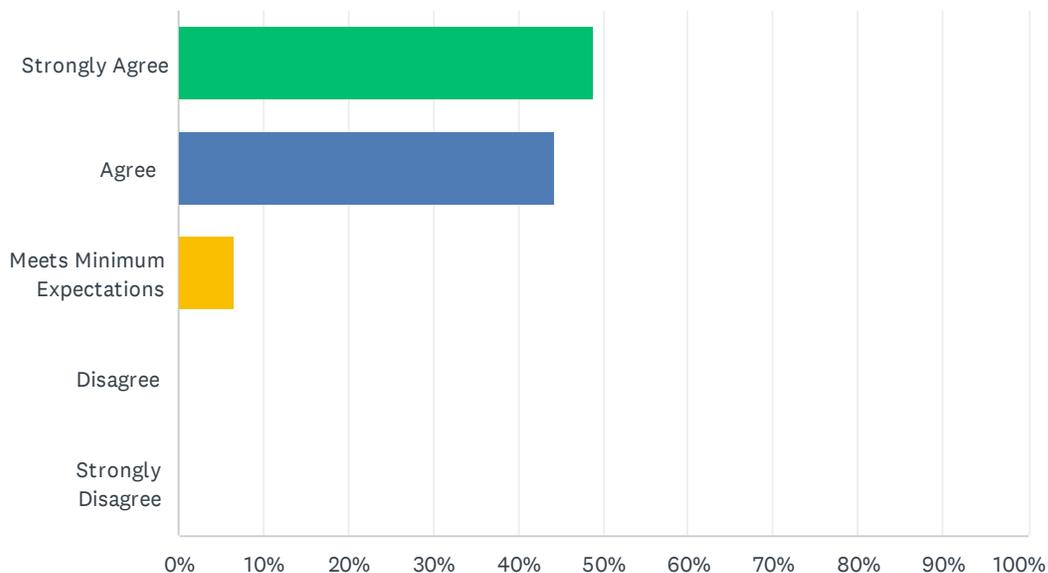


ANSWER CHOICES	RESPONSES	
Yes	41.30%	19
No	58.70%	27
TOTAL		46

This was a new question on the 2021 survey. 41% responded that they were currently or had served on the Senate with 45% responding positively last year. 59% replied that they were or had not served. Last year, 55% reported 'no.'

Q28 I believe the Faculty Senate works on matters that are important to me as a faculty member.

Answered: 45 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	48.89%	22
Agree	44.44%	20
Meets Minimum Expectations	6.67%	3
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		45

42 of the 45 respondents agreed that the Senate works on matters important to the faculty. 3 responded that the Senate 'Meets Minimum Expectations' with no respondents disagreeing with the statement. Last year 73% agreed with the statement with 9% disagreeing.