

## Descriptives

### Faculty Survey 1999, Overall Results by Question

3. Library hours are sufficient for students' needs.	N	52
	Mean	3.5000
4. I find the library's web pages useful.	N	50
	Mean	4.0200
5. Library resources/collections adequately support courses I teach.	N	45
	Mean	2.2222
6. I have input into the library materials selection process.	N	48
	Mean	3.7708
7. Assistance is available in using library resources/services.	N	51
	Mean	4.3333
8. The library catalog enables me to identify and locate useful materials.	N	49
	Mean	3.8980
9. Library instruction classes are beneficial for my students.	N	40
	Mean	3.8500
10. Copiers are provided where most needed.	N	51
	Mean	3.3137
11. Copiers are serviced as needed.	N	49
	Mean	3.2041
12. I am encouraged to make some practical use of available computer resources.	N	50
	Mean	3.9600
13. Students have access to computer resources which are needed for class assignments.	N	51
	Mean	3.4118
14. Faculty have access to computer skills development.	N	51
	Mean	3.5490
15. Faculty have access to appropriate software.	N	51
	Mean	3.2745
16. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	N	51
	Mean	2.8039
17. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	N	51
	Mean	3.5098
18. The university has adequate procedures for planning.	N	51
	Mean	2.8824

**Faculty Survey 1999, Overall Results by Question**

19. I have adequate input into planning and budgeting.	N	52
	Mean	2.7308
20. The university has adequate procedures for evaluation.	N	52
	Mean	2.7500
21. The university adequately defines expected educational results.	N	52
	Mean	2.8846
22. There is effective college-wide coordination of programmatic and curricular changes.	N	50
	Mean	2.8200
23. The resources for the courses that I teach are appropriate to the goals of the course.	N	48
	Mean	3.1042
24. My instruction is evaluated regularly by means other than the use of student course evaluations.	N	46
	Mean	2.9130
25. I have used information obtained from past student course evaluations to make some adjustment in my teaching for the specific purpose of improving the effectiveness of my instruction.	N	47
	Mean	4.1064
26. Instruction is regularly evaluated at this institution.	N	50
	Mean	3.1800
27. I provide each class with a syllabus stating the goals of the course.	N	47
	Mean	4.7021
28. I provide each class with a syllabus stating the requirements of the course.	N	47
	Mean	4.7021
29. I provide each class with a syllabus stating the nature of the course content.	N	47
	Mean	4.6383
30. I provide each class with a syllabus stating the methods of evaluation to be employed.	N	47
	Mean	4.7021
31. The institution employs sufficient full-time faculty to provide for reasonable teaching loads.	N	52
	Mean	1.9615
32. The institution employs sufficient full-time faculty to provide for effective advising for students.	N	52
	Mean	2.3077
33. The institution employs sufficient full-time faculty to provide for adequate curriculum development.	N	51
	Mean	2.1569
34. The institution employs sufficient full-time faculty to provide for adequate participation in policy making.	N	51
	Mean	2.5686
35. The institution employs sufficient full-time faculty to provide for adequate participation in institutional planning and evaluation.	N	51
	Mean	2.6667

**Faculty Survey 1999, Overall Results by Question**

36. The institution employs sufficient full-time faculty to provide for adequate participation in institutional governance .	N	51
	Mean	2.8824
37. The institution encourages participation in decision making, policy making, etc.	N	52
	Mean	3.3077
38. I have adequate work hours outside of class to evaluate and improve my instruction.	N	46
	Mean	2.3261
39. I have adequate work hours outside of class to effectively advise students.	N	46
	Mean	2.6522
40. I have adequate work hours outside of class to contribute effectively to curriculum development.	N	46
	Mean	2.4348
41. I have adequate work hours outside of class to participate adequately in policy making.	N	48
	Mean	2.4375
42. I have adequate work hours outside of class to participate effectively in institutional planning and evaluation.	N	48
	Mean	2.4792
43. I have adequate work hours outside of class to participate effectively in institutional governance.	N	47
	Mean	2.4894
44. I have adequate work hours outside of class to participate in professional and community organizations.	N	48
	Mean	2.3542
45. The university supports/funds opportunities for faculty to participate in out-of-house continuing education programs.	N	52
	Mean	2.8269
46. The university supports/funds opportunities for faculty to participate in	N	51
	Mean	3.3529
47. In my teaching, I feel that I have sufficient academic freedom.	N	50
	Mean	4.1600
48. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	N	50
	Mean	3.5800
49. I have taken advantage of professional development, offered during scheduled professional development days.	N	47
	Mean	3.8936
50. I have adequate secretarial or clerical help.	N	51
	Mean	3.0980
51. I know and understand the criteria against which my performance is evaluated.	N	49
	Mean	3.3878
52. Each semester I receive the results of the Student Course Evaluations conducted in my classes.	N	44
	Mean	3.5455

**Faculty Survey 1999, Overall Results by Question**

53. My annual evaluation contains appropriate suggestions for improvement.	N	47
	Mean	3.4255
54. My salary and benefits are satisfactory for my responsibilities.	N	52
	Mean	2.4615
55. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	N	52
	Mean	2.1538
56. My ideas/concerns are given appropriate attention.	N	50
	Mean	3.2400
57. I am treated fairly.	N	51
	Mean	3.7451
58. I am treated with respect.	N	51
	Mean	3.7647
59. Lines of communication are effective.	N	52
	Mean	2.9615
60. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	N	51
	Mean	2.8235
61. The physical environment of my campus contributes to an atmosphere for effective learning.	N	51
	Mean	3.4314
62. Supplies and equipment are adequate to perform my duties.	N	51
	Mean	2.8824
63. Instructional materials are adequate to perform my duties.	N	51
	Mean	2.9608
64. There is adequate classroom space for my current programs.	N	48
	Mean	3.3333
65. My office space meets my needs.	N	50
	Mean	3.7200
66. I understand the procedure to have maintenance provided.	N	50
	Mean	3.5800
67. Facilities are adequately maintained.	N	51
	Mean	2.9020
68. The current security measures are adequate for my area.	N	51
	Mean	3.4510
69. Parking is sufficient to meet faculty needs.	N	52
	Mean	2.3846

**Faculty Survey 1999, Overall Results by Question**

70. New Faculty are adequately Oriented to the university.	N	50
	Mean	3.8000
71. The university provides adequate support services for students.	N	50
	Mean	3.5600
72. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	N	49
	Mean	3.4286
73. Student Affairs programs contribute to the personal development of students.	N	48
	Mean	3.4583
74. Student Affairs programs contribute to the health and wellness of students.	N	47
	Mean	3.4043
75. Student Affairs programs contribute to student learning.	N	47
	Mean	3.1702
76. Registered student organizations on campus reflect the interests and needs of the student body.	N	48
	Mean	3.5625
77. New faculty/staff are made to feel welcome at the university.	N	49
	Mean	3.8980
78. Students are made to feel welcome at the university.	N	49
	Mean	4.1633
79. The college embodies a sense of a	N	50
	Mean	3.0800
80. The values espoused by the university are highly visible within the university community.	N	50
	Mean	3.1000
81. I feel the college is living up to expectations espoused in the university Mission.	N	51
	Mean	2.7451
82. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	N	48
	Mean	3.4792
83. The university President cares about employees' well being.	N	50
	Mean	3.8400
84. The university President is trying to improve the organization.	N	50
	Mean	4.3800
85. The university President treats people with dignity and respect.	N	50
	Mean	4.1800
86. The university President keeps people well informed.	N	50
	Mean	3.7200

**Faculty Survey 1999, Overall Results by Question**

87. The university President is doing a good job leading the organization.	N	51
	Mean	4.0588
88. I have confidence in the university President's fairness/honesty.	N	49
	Mean	4.2245
89. Employees have confidence in the President.	N	51
	Mean	3.7843
90. The Vice President and Dean of Faculties cares about employees' well being.	N	50
	Mean	3.9800
91. The Vice President and Dean of Faculties is trying to improve the organization.	N	49
	Mean	4.1633
92. The Vice President and Dean of Faculties treats people with dignity/respect.	N	50
	Mean	3.9000
93. The Vice President and Dean of Faculties keeps people well informed.	N	50
	Mean	3.4800
94. The Vice President and Dean of Faculties is doing a good job leading the organization.	N	51
	Mean	3.7255
95. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	N	50
	Mean	3.9000
96. Employees have confidence in the Vice President and Dean of Faculties.	N	50
	Mean	3.5800
97. My dean cares about employees' well being.	N	45
	Mean	3.6667
98. My dean is trying to improve the organization.	N	45
	Mean	3.7556
99. My dean treats people with dignity/respect.	N	45
	Mean	3.6222
100. My dean keeps people well informed.	N	45
	Mean	3.0667
101. My dean is doing a good job leading the organization.	N	46
	Mean	2.9565
102. I have confidence in my dean's fairness/honesty.	N	46
	Mean	3.5652
103. Employees have confidence in my dean.	N	46
	Mean	2.7174

**Faculty Survey 1999, Overall Results by Question**

104. The Vice President and Dean of Students cares about employees' well being.	N	44
	Mean	3.6591
105. The Vice President and Dean of Students is trying to improve the organization.	N	47
	Mean	3.7660
106. The Vice President and Dean of Students treats people with dignity/respect.	N	47
	Mean	3.7021
107. The Vice President and Dean of Students keeps people well informed.	N	47
	Mean	3.1702
108. The Vice President and Dean of Students is doing a good job of leading the organization.	N	47
	Mean	3.3404
109. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	N	47
	Mean	3.6383
110. Employees have confidence in the Vice President and Dean of Students.	N	47
	Mean	3.4255
111. The Vice President of Business and Finance cares about employees' well being.	N	47
	Mean	3.1064
112. The Vice President of Business and Finance is trying to improve the organization.	N	47
	Mean	3.4894
113. The Vice President of Business and Finance treats people with dignity/respect.	N	47
	Mean	3.1489
114. The Vice President of Business and Finance keeps people well informed.	N	47
	Mean	2.7021
115. The Vice President of Business and Finance is doing a good job leading the organization.	N	47
	Mean	3.2340
116. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	N	47
	Mean	3.1915
117. Employees have confidence in the Vice President of Business and Finance.	N	47
	Mean	3.1489
118. The Vice President of University Advancement cares about employees' well being.	N	44
	Mean	3.2955
119. The Vice President of University Advancement is trying to improve the organization.	N	43
	Mean	3.4186
120. The Vice President of University Advancement treats people with dignity/respect.	N	43
	Mean	3.3721

**Faculty Survey 1999, Overall Results by Question**

121. The Vice President of University Advancement keeps people well informed.	N	43
	Mean	3.0465
122. The Vice President of University Advancement is doing a good job leading the organization.	N	43
	Mean	3.2326
123. I have confidence in the university Vice President of University Advancement's fairness/honesty.	N	42
	Mean	3.2381
124. Employees have confidence in the Vice President of University Advancement.	N	42
	Mean	3.1429
Valid N (listwise)	N	17

## Descriptives

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
31. The institution employs sufficient full-time faculty to provide for reasonable teaching loads.	52	1.9615
55. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	52	2.1538
33. The institution employs sufficient full-time faculty to provide for adequate curriculum development.	51	2.1569
5. Library resources/collections adequately support courses I teach.	45	2.2222
32. The institution employs sufficient full-time faculty to provide for effective advising for students.	52	2.3077
38. I have adequate work hours outside of class to evaluate and improve my instruction.	46	2.3261
44. I have adequate work hours outside of class to participate in professional and community organizations.	48	2.3542
69. Parking is sufficient to meet faculty needs.	52	2.3846
40. I have adequate work hours outside of class to contribute effectively to curriculum development.	46	2.4348
41. I have adequate work hours outside of class to participate adequately in policy making.	48	2.4375
54. My salary and benefits are satisfactory for my responsibilities.	52	2.4615

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
42. I have adequate work hours outside of class to participate effectively in institutional planning and evaluation.	48	2.4792
43. I have adequate work hours outside of class to participate effectively in institutional governance.	47	2.4894
34. The institution employs sufficient full-time faculty to provide for adequate participation in policy making.	51	2.5686
39. I have adequate work hours outside of class to effectively advise students.	46	2.6522
35. The institution employs sufficient full-time faculty to provide for adequate participation in institutional planning and evaluation.	51	2.6667
114. The Vice President of Business and Finance keeps people well informed.	47	2.7021
103. Employees have confidence in my dean.	46	2.7174
19. I have adequate input into planning and budgeting.	52	2.7308
81. I feel the college is living up to expectations espoused in the university Mission.	51	2.7451
20. The university has adequate procedures for evaluation.	52	2.7500
16. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	51	2.8039
22. There is effective college-wide coordination of programmatic and curricular changes.	50	2.8200
60. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	51	2.8235
45. The university supports/funds opportunities for faculty to participate in out-of-house continuing education programs.	52	2.8269
36. The institution employs sufficient full-time faculty to provide for adequate participation in institutional governance .	51	2.8824
18. The university has adequate procedures for planning.	51	2.8824
62. Supplies and equipment are adequate to perform my duties.	51	2.8824
21. The university adequately defines expected educational results.	52	2.8846
67. Facilities are adequately maintained.	51	2.9020
24. My instruction is evaluated regularly by means other than the use of student course evaluations.	46	2.9130

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
101. My dean is doing a good job leading the organization.	46	2.9565
63. Instructional materials are adequate to perform my duties.	51	2.9608
59. Lines of communication are effective.	52	2.9615
121. The Vice President of University Advancement keeps people well informed.	43	3.0465
100. My dean keeps people well informed.	45	3.0667
79. The college embodies a sense of a	50	3.0800
50. I have adequate secretarial or clerical help.	51	3.0980
80. The values espoused by the university are highly visible within the university community.	50	3.1000
23. The resources for the courses that I teach are appropriate to the goals of the course.	48	3.1042
111. The Vice President of Business and Finance cares about employees' well being.	47	3.1064
124. Employees have confidence in the Vice President of University Advancement.	42	3.1429
117. Employees have confidence in the Vice President of Business and Finance.	47	3.1489
113. The Vice President of Business and Finance treats people with dignity/respect.	47	3.1489
75. Student Affairs programs contribute to student learning.	47	3.1702
107. The Vice President and Dean of Students keeps people well informed.	47	3.1702
26. Instruction is regularly evaluated at this institution.	50	3.1800
116. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	47	3.1915
11. Copiers are serviced as needed.	49	3.2041
122. The Vice President of University Advancement is doing a good job leading the organization.	43	3.2326
115. The Vice President of Business and Finance is doing a good job leading the organization.	47	3.2340
123. I have confidence in the university Vice President of University Advancement's fairness/honesty.	42	3.2381
56. My ideas/concerns are given appropriate attention.	50	3.2400
15. Faculty have access to appropriate software.	51	3.2745
118. The Vice President of University Advancement cares about employees' well being.	44	3.2955

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
37. The institution encourages participation in decision making, policy making, etc.	52	3.3077
10. Copiers are provided where most needed.	51	3.3137
64. There is adequate classroom space for my current programs.	48	3.3333
108. The Vice President and Dean of Students is doing a good job of leading the organization.	47	3.3404
46. The university supports/funds opportunities for faculty to participate in	51	3.3529
120. The Vice President of University Advancement treats people with dignity/respect.	43	3.3721
51. I know and understand the criteria against which my performance is evaluated.	49	3.3878
74. Student Affairs programs contribute to the health and wellness of students.	47	3.4043
13. Students have access to computer resources which are needed for class assignments.	51	3.4118
119. The Vice President of University Advancement is trying to improve the organization.	43	3.4186
110. Employees have confidence in the Vice President and Dean of Students.	47	3.4255
53. My annual evaluation contains appropriate suggestions for improvement.	47	3.4255
72. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	49	3.4286
61. The physical environment of my campus contributes to an atmosphere for effective learning.	51	3.4314
68. The current security measures are adequate for my area.	51	3.4510
73. Student Affairs programs contribute to the personal development of students.	48	3.4583
82. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	48	3.4792
93. The Vice President and Dean of Faculties keeps people well informed.	50	3.4800
112. The Vice President of Business and Finance is trying to improve the organization.	47	3.4894
3. Library hours are sufficient for students' needs.	52	3.5000

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
17. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	51	3.5098
52. Each semester I receive the results of the Student Course Evaluations conducted in my classes.	44	3.5455
14. Faculty have access to computer skills development.	51	3.5490
71. The university provides adequate support services for students.	50	3.5600
76. Registered student organizations on campus reflect the interests and needs of the student body.	48	3.5625
102. I have confidence in my dean's fairness/honesty.	46	3.5652
66. I understand the procedure to have maintenance provided.	50	3.5800
48. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	50	3.5800
96. Employees have confidence in the Vice President and Dean of Faculties.	50	3.5800
99. My dean treats people with dignity/respect.	45	3.6222
109. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	47	3.6383
104. The Vice President and Dean of Students cares about employees' well being.	44	3.6591
97. My dean cares about employees' well being.	45	3.6667
106. The Vice President and Dean of Students treats people with dignity/respect.	47	3.7021
65. My office space meets my needs.	50	3.7200
86. The university President keeps people well informed.	50	3.7200
94. The Vice President and Dean of Faculties is doing a good job leading the organization.	51	3.7255
57. I am treated fairly.	51	3.7451
98. My dean is trying to improve the organization.	45	3.7556
58. I am treated with respect.	51	3.7647
105. The Vice President and Dean of Students is trying to improve the organization.	47	3.7660
6. I have input into the library materials selection process.	48	3.7708
89. Employees have confidence in the President.	51	3.7843
70. New Faculty are adequately Oriented to the university.	50	3.8000

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
83. The university President cares about employees' well being.	50	3.8400
9. Library instruction classes are beneficial for my students.	40	3.8500
49. I have taken advantage of professional development, offered during scheduled professional development days.	47	3.8936
8. The library catalog enables me to identify and locate useful materials.	49	3.8980
77. New faculty/staff are made to feel welcome at the university.	49	3.8980
92. The Vice President and Dean of Faculties treats people with dignity/respect.	50	3.9000
95. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	50	3.9000
12. I am encouraged to make some practical use of available computer resources.	50	3.9600
90. The Vice President and Dean of Faculties cares about employees' well being.	50	3.9800
4. I find the library's web pages useful.	50	4.0200
87. The university President is doing a good job leading the organization.	51	4.0588
25. I have used information obtained from past student course evaluations to make some adjustment in my teaching for the specific purpose of improving the effectiveness of my instruction.	47	4.1064
47. In my teaching, I feel that I have sufficient academic freedom.	50	4.1600
91. The Vice President and Dean of Faculties is trying to improve the organization.	49	4.1633
78. Students are made to feel welcome at the university.	49	4.1633
85. The university President treats people with dignity and respect.	50	4.1800
88. I have confidence in the university President's fairness/honesty.	49	4.2245
7. Assistance is available in using library resources/services.	51	4.3333
84. The university President is trying to improve the organization.	50	4.3800
29. I provide each class with a syllabus stating the nature of the course content.	47	4.6383

**Faculty Survey 1999, Overall Results in Ascending order**

	N	Mean
28. I provide each class with a syllabus stating the requirements of the course.	47	4.7021
27. I provide each class with a syllabus stating the goals of the course.	47	4.7021
30. I provide each class with a syllabus stating the methods of evaluation to be employed.	47	4.7021
Valid N (listwise)	17	

**Descriptives**

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
30. I provide each class with a syllabus stating the methods of evaluation to be employed.	47	4.7021
27. I provide each class with a syllabus stating the goals of the course.	47	4.7021
28. I provide each class with a syllabus stating the requirements of the course.	47	4.7021
29. I provide each class with a syllabus stating the nature of the course content.	47	4.6383
84. The university President is trying to improve the organization.	50	4.3800
7. Assistance is available in using library resources/services.	51	4.3333
88. I have confidence in the university President's fairness/honesty.	49	4.2245
85. The university President treats people with dignity and respect.	50	4.1800
78. Students are made to feel welcome at the university.	49	4.1633
91. The Vice President and Dean of Faculties is trying to improve the organization.	49	4.1633
47. In my teaching, I feel that I have sufficient academic freedom.	50	4.1600
25. I have used information obtained from past student course evaluations to make some adjustment in my teaching for the specific purpose of improving the effectiveness of my instruction.	47	4.1064

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
87. The university President is doing a good job leading the organization.	51	4.0588
4. I find the library's web pages useful.	50	4.0200
90. The Vice President and Dean of Faculties cares about employees' well being.	50	3.9800
12. I am encouraged to make some practical use of available computer resources.	50	3.9600
95. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	50	3.9000
92. The Vice President and Dean of Faculties treats people with dignity/respect.	50	3.9000
77. New faculty/staff are made to feel welcome at the university.	49	3.8980
8. The library catalog enables me to identify and locate useful materials.	49	3.8980
49. I have taken advantage of professional development, offered during scheduled professional development days.	47	3.8936
9. Library instruction classes are beneficial for my students.	40	3.8500
83. The university President cares about employees' well being.	50	3.8400
70. New Faculty are adequately Oriented to the university.	50	3.8000
89. Employees have confidence in the President.	51	3.7843
6. I have input into the library materials selection process.	48	3.7708
105. The Vice President and Dean of Students is trying to improve the organization.	47	3.7660
58. I am treated with respect.	51	3.7647
98. My dean is trying to improve the organization.	45	3.7556
57. I am treated fairly.	51	3.7451
94. The Vice President and Dean of Faculties is doing a good job leading the organization.	51	3.7255
86. The university President keeps people well informed.	50	3.7200
65. My office space meets my needs.	50	3.7200
106. The Vice President and Dean of Students treats people with dignity/respect.	47	3.7021
97. My dean cares about employees' well being.	45	3.6667
104. The Vice President and Dean of Students cares about employees' well being.	44	3.6591

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	N	Mean
109. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	47	3.6383
99. My dean treats people with dignity/respect.	45	3.6222
96. Employees have confidence in the Vice President and Dean of Faculties.	50	3.5800
48. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	50	3.5800
66. I understand the procedure to have maintenance provided.	50	3.5800
102. I have confidence in my dean's fairness/honesty.	46	3.5652
76. Registered student organizations on campus reflect the interests and needs of the student body.	48	3.5625
71. The university provides adequate support services for students.	50	3.5600
14. Faculty have access to computer skills development.	51	3.5490
52. Each semester I receive the results of the Student Course Evaluations conducted in my classes.	44	3.5455
17. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	51	3.5098
3. Library hours are sufficient for students' needs.	52	3.5000
112. The Vice President of Business and Finance is trying to improve the organization.	47	3.4894
93. The Vice President and Dean of Faculties keeps people well informed.	50	3.4800
82. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	48	3.4792
73. Student Affairs programs contribute to the personal development of students.	48	3.4583
68. The current security measures are adequate for my area.	51	3.4510
61. The physical environment of my campus contributes to an atmosphere for effective learning.	51	3.4314
72. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	49	3.4286
53. My annual evaluation contains appropriate suggestions for improvement.	47	3.4255

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
110. Employees have confidence in the Vice President and Dean of Students.	47	3.4255
119. The Vice President of University Advancement is trying to improve the organization.	43	3.4186
13. Students have access to computer resources which are needed for class assignments.	51	3.4118
74. Student Affairs programs contribute to the health and wellness of students.	47	3.4043
51. I know and understand the criteria against which my performance is evaluated.	49	3.3878
120. The Vice President of University Advancement treats people with dignity/respect.	43	3.3721
46. The university supports/funds opportunities for faculty to participate in	51	3.3529
108. The Vice President and Dean of Students is doing a good job of leading the organization.	47	3.3404
64. There is adequate classroom space for my current programs.	48	3.3333
10. Copiers are provided where most needed.	51	3.3137
37. The institution encourages participation in decision making, policy making, etc.	52	3.3077
118. The Vice President of University Advancement cares about employees' well being.	44	3.2955
15. Faculty have access to appropriate software.	51	3.2745
56. My ideas/concerns are given appropriate attention.	50	3.2400
123. I have confidence in the university Vice President of University Advancement's fairness/honesty.	42	3.2381
115. The Vice President of Business and Finance is doing a good job leading the organization.	47	3.2340
122. The Vice President of University Advancement is doing a good job leading the organization.	43	3.2326
11. Copiers are serviced as needed.	49	3.2041
116. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	47	3.1915
26. Instruction is regularly evaluated at this institution.	50	3.1800
107. The Vice President and Dean of Students keeps people well informed.	47	3.1702
75. Student Affairs programs contribute to student learning.	47	3.1702

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
113. The Vice President of Business and Finance treats people with dignity/respect.	47	3.1489
117. Employees have confidence in the Vice President of Business and Finance.	47	3.1489
124. Employees have confidence in the Vice President of University Advancement.	42	3.1429
111. The Vice President of Business and Finance cares about employees' well being.	47	3.1064
23. The resources for the courses that I teach are appropriate to the goals of the course.	48	3.1042
80. The values espoused by the university are highly visible within the university community.	50	3.1000
50. I have adequate secretarial or clerical help.	51	3.0980
79. The college embodies a sense of a	50	3.0800
100. My dean keeps people well informed.	45	3.0667
121. The Vice President of University Advancement keeps people well informed.	43	3.0465
59. Lines of communication are effective.	52	2.9615
63. Instructional materials are adequate to perform my duties.	51	2.9608
101. My dean is doing a good job leading the organization.	46	2.9565
24. My instruction is evaluated regularly by means other than the use of student course evaluations.	46	2.9130
67. Facilities are adequately maintained.	51	2.9020
21. The university adequately defines expected educational results.	52	2.8846
62. Supplies and equipment are adequate to perform my duties.	51	2.8824
18. The university has adequate procedures for planning.	51	2.8824
36. The institution employs sufficient full-time faculty to provide for adequate participation in institutional governance	51	2.8824
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45. The university supports/funds opportunities for faculty to participate in out-of-house continuing education programs.	52	2.8269
60. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	51	2.8235

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
22. There is effective college-wide coordination of programmatic and curricular changes.	50	2.8200
16. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	51	2.8039
20. The university has adequate procedures for evaluation.	52	2.7500
81. I feel the college is living up to expectations espoused in the university Mission.	51	2.7451
19. I have adequate input into planning and budgeting.	52	2.7308
103. Employees have confidence in my dean.	46	2.7174
114. The Vice President of Business and Finance keeps people well informed.	47	2.7021
35. The institution employs sufficient full-time faculty to provide for adequate participation in institutional planning and evaluation.	51	2.6667
39. I have adequate work hours outside of class to effectively advise students.	46	2.6522
34. The institution employs sufficient full-time faculty to provide for adequate participation in policy making.	51	2.5686
43. I have adequate work hours outside of class to participate effectively in institutional governance.	47	2.4894
42. I have adequate work hours outside of class to participate effectively in institutional planning and evaluation.	48	2.4792
54. My salary and benefits are satisfactory for my responsibilities.	52	2.4615
41. I have adequate work hours outside of class to participate adequately in policy making.	48	2.4375
40. I have adequate work hours outside of class to contribute effectively to curriculum development.	46	2.4348
69. Parking is sufficient to meet faculty needs.	52	2.3846
44. I have adequate work hours outside of class to participate in professional and community organizations.	48	2.3542
38. I have adequate work hours outside of class to evaluate and improve my instruction.	46	2.3261
32. The institution employs sufficient full-time faculty to provide for effective advising for students.	52	2.3077

**Faculty Survey 1999, Overall Results in Decending order**

	N	Mean
5. Library resources/collections adequately support courses I teach.	45	2.2222
33. The institution employs sufficient full-time faculty to provide for adequate curriculum development.	51	2.1569
55. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	52	2.1538
31. The institution employs sufficient full-time faculty to provide for reasonable teaching loads.	52	1.9615
Valid N (listwise)	17	

**Descriptives**

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
3. Library hours are sufficient for students' needs.	N	24	2	9	7	8	2
	Mean	3.1250	4.5000	4.5556	3.5714	3.0000	4.0000
4. I find the library's web pages useful.	N	24	1	9	7	7	2
	Mean	3.9583	5.0000	4.4444	4.1429	3.4286	4.0000
5. Library resources/collections adequately support courses I teach.	N	23	0	7	6	7	2
	Mean	1.8261		2.2857	2.6667	3.1429	2.0000
6. I have input into the library materials selection process.	N	23	1	8	7	7	2
	Mean	3.7826	5.0000	3.8750	3.4286	3.7143	4.0000
7. Assistance is available in using library resources/services.	N	23	2	9	7	8	2
	Mean	4.2609	5.0000	4.6667	3.8571	4.3750	4.5000
8. The library catalog enables me to identify and locate useful materials.	N	23	2	9	6	7	2
	Mean	3.7826	4.0000	4.3333	3.5000	4.0000	4.0000
9. Library instruction classes are beneficial for my students.	N	18	1	6	5	8	2
	Mean	3.7222	4.0000	4.3333	4.2000	3.3750	4.5000
10. Copiers are provided where most needed.	N	23	2	9	7	8	2
	Mean	3.0000	4.0000	4.0000	3.4286	3.1250	3.5000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
11. Copiers are serviced as needed.	N	23	2	9	6	7	2
	Mean	3.0870	3.5000	3.7778	3.3333	2.7143	3.0000
12. I am encouraged to make some practical use of available computer resources.	N	23	2	9	6	8	2
	Mean	3.7391	4.5000	4.4444	3.6667	4.0000	4.5000
13. Students have access to computer resources which are needed for class assignments.	N	23	2	9	7	8	2
	Mean	3.3913	4.0000	3.8889	3.2857	2.7500	4.0000
14. Faculty have access to computer skills development.	N	23	2	9	7	8	2
	Mean	3.3043	4.0000	4.0000	3.5714	3.5000	4.0000
15. Faculty have access to appropriate software.	N	23	2	9	7	8	2
	Mean	2.9130	4.0000	4.0000	3.5714	2.8750	4.0000
16. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	N	24	2	9	7	7	2
	Mean	2.5000	3.5000	3.3333	2.7143	2.7143	4.0000
17. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	N	24	2	9	7	7	2
	Mean	3.1667	3.5000	3.8889	3.8571	3.7143	4.0000
18. The university has adequate procedures for planning.	N	24	2	9	7	7	2
	Mean	2.5833	4.0000	3.2222	2.8571	2.8571	4.0000
19. I have adequate input into planning and budgeting.	N	24	2	9	7	8	2
	Mean	2.5833	3.5000	2.8889	3.0000	2.2500	4.0000
20. The university has adequate procedures for evaluation.	N	24	2	9	7	8	2
	Mean	2.6667	4.5000	3.1111	2.7143	2.1250	3.0000
21. The university adequately defines expected educational results.	N	24	2	9	7	8	2
	Mean	2.7083	2.5000	3.5556	3.2857	2.3750	3.0000
22. There is effective college-wide coordination of programmatic and curricular changes.	N	22	2	9	7	8	2
	Mean	2.8182	3.5000	2.8889	3.0000	2.3750	3.0000
23. The resources for the courses that I teach are appropriate to the goals of the course.	N	24	1	8	6	7	2
	Mean	2.7500	4.0000	3.6250	3.3333	3.1429	4.0000
24. My instruction is evaluated regularly by means other than the use of student course evaluations.	N	22	1	8	6	7	2
	Mean	2.9545	4.0000	3.2500	2.8333	2.0000	4.0000
25. I have used information obtained from past student course evaluations to make some adjustment in my teaching for the specific purpose of improving the	N	23	1	7	6	8	2
	Mean	4.0435	5.0000	4.0000	4.0000	4.3750	4.0000
26. Instruction is regularly evaluated at this institution.	N	23	2	8	7	8	2
	Mean	3.2609	4.0000	2.8750	3.2857	2.7500	4.0000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
27. I provide each class with a syllabus stating the goals of the course.	N	23	1	7	6	8	2
	Mean	4.7391	5.0000	4.4286	4.8333	4.6250	5.0000
28. I provide each class with a syllabus stating the requirements of the course.	N	23	1	7	6	8	2
	Mean	4.6957	5.0000	4.5714	4.8333	4.6250	5.0000
29. I provide each class with a syllabus stating the nature of the course content.	N	23	1	7	6	8	2
	Mean	4.6957	5.0000	4.4286	4.6667	4.5000	5.0000
30. I provide each class with a syllabus stating the methods of evaluation to be employed.	N	23	1	7	6	8	2
	Mean	4.7391	5.0000	4.5714	4.8333	4.5000	5.0000
31. The institution employs sufficient full-time faculty to provide for reasonable teaching loads.	N	24	2	9	7	8	2
	Mean	1.7500	2.0000	2.7778	2.1429	1.6250	1.5000
32. The institution employs sufficient full-time faculty to provide for effective advising for students.	N	24	2	9	7	8	2
	Mean	2.2083	2.0000	2.7778	2.7143	1.6250	3.0000
33. The institution employs sufficient full-time faculty to provide for adequate curriculum development.	N	24	2	9	7	7	2
	Mean	1.8333	3.5000	2.6667	2.7143	1.4286	3.0000
34. The institution employs sufficient full-time faculty to provide for adequate participation in policy making.	N	23	2	9	7	8	2
	Mean	2.1304	3.5000	2.6667	3.4286	2.3750	4.0000
35. The institution employs sufficient full-time faculty to provide for adequate participation in institutional planning and evaluation.	N	23	2	9	7	8	2
	Mean	2.3043	3.5000	2.8889	3.5714	2.1250	4.0000
36. The institution employs sufficient full-time faculty to provide for adequate participation in institutional governance.	N	23	2	9	7	8	2
	Mean	2.4783	4.5000	3.0000	3.7143	2.5000	4.0000
37. The institution encourages participation in decision making, policy making, etc.	N	24	2	9	7	8	2
	Mean	2.9167	4.5000	4.0000	3.0000	3.5000	4.0000
38. I have adequate work hours outside of class to evaluate and improve my instruction.	N	24	1	6	6	7	2
	Mean	2.2500	3.0000	3.3333	2.3333	1.7143	2.0000
39. I have adequate work hours outside of class to effectively advise students.	N	23	1	6	6	8	2
	Mean	2.4348	3.0000	3.5000	2.8333	2.1250	4.0000
40. I have adequate work hours outside of class to contribute effectively to curriculum development.	N	23	1	7	6	7	2
	Mean	2.4783	3.0000	3.1429	2.1667	1.5714	3.0000
41. I have adequate work hours outside of class to participate adequately in policy making.	N	23	1	8	6	8	2
	Mean	2.3043	3.0000	2.8750	2.6667	2.0000	3.0000
42. I have adequate work hours outside of class to participate effectively in institutional planning and evaluation.	N	23	1	8	6	8	2
	Mean	2.3478	4.0000	2.8750	2.5000	2.1250	3.0000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
43. I have adequate work hours outside of class to participate effectively in institutional governance.	N	22	1	8	6	8	2
	Mean	2.3182	4.0000	2.7500	2.5000	2.3750	3.0000
44. I have adequate work hours outside of class to participate in professional and community organizations.	N	23	1	8	6	8	2
	Mean	2.3478	3.0000	3.0000	1.6667	2.0000	3.0000
45. The university supports/funds opportunities for faculty to participate in out-of-house continuing education programs.	N	24	2	9	7	8	2
	Mean	2.7500	3.5000	3.2222	2.5714	2.3750	4.0000
46. The university supports/funds opportunities for faculty to participate in	N	23	2	9	7	8	2
	Mean	3.0435	4.0000	3.5556	3.2857	3.7500	4.0000
47. In my teaching, I feel that I have sufficient academic freedom.	N	24	1	8	7	8	2
	Mean	4.1667	5.0000	4.5000	3.8571	4.0000	4.0000
48. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	N	23	1	9	7	8	2
	Mean	3.5217	5.0000	3.7778	3.4286	3.6250	3.0000
49. I have taken advantage of professional development, offered during scheduled professional development days.	N	19	2	9	7	8	2
	Mean	3.5789	3.5000	4.1111	4.0000	4.2500	4.5000
50. I have adequate secretarial or clerical help.	N	24	2	8	7	8	2
	Mean	3.3750	4.0000	2.3750	3.0000	3.1250	2.0000
51. I know and understand the criteria against which my performance is evaluated.	N	23	1	8	7	8	2
	Mean	3.3913	4.0000	3.3750	4.1429	2.5000	4.0000
52. Each semester I receive the results of the Student Course Evaluations conducted in my classes.	N	23	1	5	6	7	2
	Mean	4.1304	3.0000	2.6000	3.8333	1.8571	4.5000
53. My annual evaluation contains appropriate suggestions for improvement.	N	22	1	7	7	8	2
	Mean	3.6364	4.0000	2.8571	3.7143	3.0000	3.5000
54. My salary and benefits are satisfactory for my responsibilities.	N	24	2	9	7	8	2
	Mean	2.3333	3.0000	2.7778	2.8571	1.8750	3.0000
55. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	N	24	2	9	7	8	2
	Mean	1.9583	3.0000	2.7778	2.4286	1.3750	3.0000
56. My ideas/concerns are given appropriate attention.	N	22	2	9	7	8	2
	Mean	3.1818	4.0000	3.0000	3.5714	3.0000	4.0000
57. I am treated fairly.	N	23	2	9	7	8	2
	Mean	3.8696	4.5000	3.1111	3.4286	4.1250	4.0000
58. I am treated with respect.	N	23	2	9	7	8	2
	Mean	3.8696	4.5000	3.1111	3.7143	4.0000	4.0000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
59. Lines of communication are effective.	N	24	2	9	7	8	2
	Mean	3.2083	2.5000	2.6667	2.8571	2.3750	4.5000
60. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	N	23	2	9	7	8	2
	Mean	2.6087	3.0000	3.0000	3.7143	2.3750	3.0000
61. The physical environment of my campus contributes to an atmosphere for effective learning.	N	23	2	9	7	8	2
	Mean	3.3043	3.0000	3.6667	3.5714	3.6250	3.0000
62. Supplies and equipment are adequate to perform my duties.	N	23	2	9	7	8	2
	Mean	2.4783	4.0000	3.6667	3.2857	2.5000	3.0000
63. Instructional materials are adequate to perform my duties.	N	23	2	9	7	8	2
	Mean	2.7826	4.0000	3.3333	3.4286	2.2500	3.5000
64. There is adequate classroom space for my current programs.	N	23	1	8	7	7	2
	Mean	3.1739	5.0000	3.3750	3.5714	3.4286	3.0000
65. My office space meets my needs.	N	23	2	8	7	8	2
	Mean	3.9130	3.0000	3.8750	3.4286	3.2500	4.5000
66. I understand the procedure to have maintenance provided.	N	22	2	9	7	8	2
	Mean	3.7273	4.0000	3.2222	2.8571	4.0000	4.0000
67. Facilities are adequately maintained.	N	23	2	9	7	8	2
	Mean	2.6957	3.0000	3.1111	3.0000	3.3750	2.0000
68. The current security measures are adequate for my area.	N	23	2	9	7	8	2
	Mean	3.6957	3.5000	2.8889	3.4286	3.5000	3.0000
69. Parking is sufficient to meet faculty needs.	N	24	2	9	7	8	2
	Mean	2.2500	2.5000	3.0000	1.7143	2.8750	1.5000
70. New Faculty are adequately Oriented to the university.	N	22	2	9	7	8	2
	Mean	3.6818	3.5000	4.1111	4.1429	3.5000	4.0000
71. The university provides adequate support services for students.	N	22	2	9	7	8	2
	Mean	3.8636	3.5000	3.4444	3.4286	2.8750	4.0000
72. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	N	22	2	9	6	8	2
	Mean	3.7273	3.5000	3.3333	2.8333	3.0000	4.0000
73. Student Affairs programs contribute to the personal development of students.	N	22	2	9	6	7	2
	Mean	3.5909	4.0000	3.1111	3.3333	3.1429	4.5000
74. Student Affairs programs contribute to the health and wellness of students.	N	22	2	9	5	7	2
	Mean	3.3636	4.0000	3.2222	3.4000	3.2857	4.5000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
75. Student Affairs programs contribute to student learning.	N	22	2	9	5	7	2
	Mean	2.9545	4.0000	3.3333	3.0000	3.2857	4.0000
76. Registered student organizations on campus reflect the interests and needs of the student body.	N	22	2	9	6	7	2
	Mean	3.5909	4.0000	3.5556	3.5000	3.2857	4.0000
77. New faculty/staff are made to feel welcome at the university.	N	22	2	9	7	7	2
	Mean	3.9545	4.5000	3.7778	3.7143	3.8571	4.0000
78. Students are made to feel welcome at the university.	N	22	2	9	7	7	2
	Mean	4.3182	4.0000	4.1111	4.0000	3.8571	4.5000
79. The college embodies a sense of a	N	23	2	9	7	7	2
	Mean	3.1304	4.0000	3.3333	3.0000	2.2857	3.5000
80. The values espoused by the university are highly visible within the university community.	N	23	2	9	7	7	2
	Mean	2.9130	4.0000	3.3333	3.1429	3.0000	3.5000
81. I feel the college is living up to expectations espoused in the university Mission.	N	24	2	9	7	7	2
	Mean	2.5000	3.0000	3.0000	3.1429	2.7143	3.0000
82. My contract clearly describes the terms and conditions of employment, along with my salary for such employment.	N	23	2	9	7	5	2
	Mean	3.3478	3.5000	3.6667	3.8571	3.4000	3.0000
83. The university President cares about employees' well being.	N	23	2	9	7	7	2
	Mean	3.7391	4.0000	4.0000	3.4286	4.1429	4.5000
84. The university President is trying to improve the organization.	N	23	2	9	7	7	2
	Mean	4.3478	4.0000	4.4444	4.2857	4.5714	4.5000
85. The university President treats people with dignity and respect.	N	23	2	9	7	7	2
	Mean	4.4348	4.0000	4.0000	3.8571	4.0000	4.0000
86. The university President keeps people well informed.	N	23	2	9	7	7	2
	Mean	3.6957	3.5000	3.6667	3.8571	3.7143	4.0000
87. The university President is doing a good job leading the organization.	N	24	2	9	7	7	2
	Mean	3.9167	4.0000	4.4444	3.5714	4.4286	4.5000
88. I have confidence in the university President's fairness/honesty.	N	22	2	9	7	7	2
	Mean	4.3182	4.5000	4.2222	3.8571	4.1429	4.5000
89. Employees have confidence in the President.	N	24	2	9	7	7	2
	Mean	3.6667	4.0000	4.1111	3.4286	4.0000	4.0000
90. The Vice President and Dean of Faculties cares about employees' well being.	N	23	2	9	7	7	2
	Mean	4.0000	4.5000	4.1111	3.8571	3.7143	4.0000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
91. The Vice President and Dean of Faculties is trying to improve the organization.	N	22	2	9	7	7	2
	Mean	4.2727	4.0000	4.0000	4.0000	4.2857	4.0000
92. The Vice President and Dean of Faculties treats people with dignity/respect.	N	23	2	9	7	7	2
	Mean	4.0870	3.5000	3.8889	3.8571	3.7143	3.0000
93. The Vice President and Dean of Faculties keeps people well informed.	N	23	2	9	7	7	2
	Mean	3.5217	3.0000	3.6667	3.4286	3.1429	4.0000
94. The Vice President and Dean of Faculties is doing a good job leading the organization.	N	24	2	9	7	7	2
	Mean	3.7083	4.0000	4.0000	3.5714	3.4286	4.0000
95. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	N	23	2	9	7	7	2
	Mean	4.0435	4.0000	4.1111	3.7143	3.2857	4.0000
96. Employees have confidence in the Vice President and Dean of Faculties.	N	23	2	9	7	7	2
	Mean	3.6087	3.0000	4.0000	3.1429	3.5714	3.5000
97. My dean cares about employees' well being.	N	23	1	6	6	7	2
	Mean	3.6087	5.0000	2.5000	4.0000	4.1429	4.5000
98. My dean is trying to improve the organization.	N	23	1	6	6	7	2
	Mean	3.7826	3.0000	3.5000	4.1667	3.4286	4.5000
99. My dean treats people with dignity/respect.	N	23	1	6	6	7	2
	Mean	3.7391	5.0000	2.5000	3.8333	3.5714	4.5000
100. My dean keeps people well informed.	N	24	1	5	6	7	2
	Mean	3.3333	3.0000	1.8000	3.3333	2.5714	4.0000
101. My dean is doing a good job leading the organization.	N	24	1	6	6	7	2
	Mean	2.9583	3.0000	2.8333	3.6667	2.0000	4.5000
102. I have confidence in my dean's fairness/honesty.	N	24	1	6	6	7	2
	Mean	3.5833	5.0000	3.0000	3.8333	3.4286	4.0000
103. Employees have confidence in my dean.	N	24	1	6	6	7	2
	Mean	2.7500	3.0000	2.3333	3.3333	1.8571	4.5000
104. The Vice President and Dean of Students cares about employees' well being.	N	19	2	9	5	7	2
	Mean	3.5263	4.0000	3.7778	3.6000	4.0000	3.0000
105. The Vice President and Dean of Students is trying to improve the organization.	N	22	2	9	5	7	2
	Mean	3.7273	4.0000	3.7778	3.4000	4.0000	4.0000
106. The Vice President and Dean of Students treats people with dignity/respect.	N	22	2	9	5	7	2
	Mean	3.6818	4.0000	3.6667	3.4000	4.0000	3.5000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
107. The Vice President and Dean of Students keeps people well informed.	N	22	2	9	5	7	2
	Mean	3.2273	4.0000	3.1111	3.2000	2.8571	3.0000
108. The Vice President and Dean of Students is doing a good job of leading the organization.	N	22	2	9	5	7	2
	Mean	3.2727	4.0000	3.5556	3.0000	3.2857	3.5000
109. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	N	22	2	9	5	7	2
	Mean	3.5909	4.0000	3.5556	3.2000	4.1429	3.5000
110. Employees have confidence in the Vice President and Dean of Students.	N	22	2	9	5	7	2
	Mean	3.3182	4.0000	3.6667	3.4000	3.4286	3.0000
111. The Vice President of Business and Finance cares about employees' well being.	N	22	2	9	5	7	2
	Mean	3.0455	4.0000	3.0000	3.6000	2.7143	3.5000
112. The Vice President of Business and Finance is trying to improve the organization.	N	22	2	9	5	7	2
	Mean	3.4091	4.0000	3.3333	3.6000	3.7143	3.5000
113. The Vice President of Business and Finance treats people with dignity/respect.	N	22	2	9	5	7	2
	Mean	3.1818	3.0000	2.8889	3.6000	3.1429	3.0000
114. The Vice President of Business and Finance keeps people well informed.	N	22	2	9	5	7	2
	Mean	2.5909	3.5000	2.4444	3.2000	2.5714	3.5000
115. The Vice President of Business and Finance is doing a good job leading the organization.	N	22	2	9	5	7	2
	Mean	3.0909	4.0000	3.0000	3.4000	3.5714	3.5000
116. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	N	22	2	9	5	7	2
	Mean	3.0000	4.0000	3.0000	3.8000	3.2857	3.5000
117. Employees have confidence in the Vice President of Business and Finance.	N	22	2	9	5	7	2
	Mean	3.0455	3.0000	3.1111	3.4000	3.2857	3.5000
118. The Vice President of University Advancement cares about employees' well being.	N	20	2	9	4	7	2
	Mean	3.2500	4.0000	3.4444	3.2500	3.0000	3.5000
119. The Vice President of University Advancement is trying to improve the organization.	N	20	2	9	4	6	2
	Mean	3.3000	4.0000	3.7778	3.7500	3.0000	3.0000

**Faculty Survey 1999, Results Broken Down by School**

		2. I am a faculty member in the:					
		College of Arts & Sciences	General Studies	no selection	School of Business	School of Education	School of Health Sciences
120. The Vice President of University Advancement treats people with dignity/respect.	N	20	2	9	4	6	2
	Mean	3.3000	3.0000	3.6667	3.5000	3.1667	3.5000
121. The Vice President of University Advancement keeps people well informed.	N	20	2	9	4	6	2
	Mean	2.9500	3.0000	3.1111	3.5000	3.0000	3.0000
122. The Vice President of University Advancement is doing a good job leading the organization.	N	20	2	9	4	6	2
	Mean	3.2000	3.0000	3.4444	3.5000	3.0000	3.0000
123. I have confidence in the university Vice President of University Advancement's fairness/honesty.	N	20	2	8	4	6	2
	Mean	2.9500	4.0000	3.6250	3.5000	3.1667	3.5000
124. Employees have confidence in the Vice President of University Advancement.	N	20	2	8	4	6	2
	Mean	3.0500	3.0000	3.5000	3.2500	3.0000	3.0000
Valid N (listwise)	N	9	0	1	1	4	2