

# Frequencies

## Frequency Table

### I.1 Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid female	33	50.8	50.8	52.3
male	31	47.7	47.7	100.0
Total	65	100.0	100.0	

### I.2 Time

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid full-time	61	93.8	93.8	95.4
part-time	3	4.6	4.6	100.0
Total	65	100.0	100.0	

### I.3 School/College

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Arts & Sciences	35	53.8	53.8	53.8
Business	11	16.9	16.9	70.8
Education	7	10.8	10.8	81.5
Health Sciences	8	12.3	12.3	93.8
Other	4	6.2	6.2	100.0
Total	65	100.0	100.0	

### I.4 Years at GC&SU

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid less than 5	28	43.1	43.1	43.1
5-10 years	17	26.2	26.2	69.2
11-20	17	26.2	26.2	95.4
more than 20	3	4.6	4.6	100.0
Total	65	100.0	100.0	

**II.1 My job makes good use of my skills and abilities**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	3	4.6	4.6	4.6
Neutral	2	3.1	3.1	7.7
Agree	23	35.4	35.4	43.1
Strongly Agree	37	56.9	56.9	100.0
Total	65	100.0	100.0	

**II.2 Career advancement is possible here if openings occur**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	4	6.2	6.8	6.8
Disagree	4	6.2	6.8	13.6
Neutral	13	20.0	22.0	35.6
Agree	31	47.7	52.5	88.1
Strongly Agree	7	10.8	11.9	100.0
Total	59	90.8	100.0	
Missing System	6	9.2		
Total	65	100.0		

**II.3 Job promotions in GC&SU are fair and objective**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	2	3.1	3.5	3.5
Disagree	6	9.2	10.5	14.0
Neutral	17	26.2	29.8	43.9
Agree	24	36.9	42.1	86.0
Strongly Agree	8	12.3	14.0	100.0
Total	57	87.7	100.0	
Missing System	8	12.3		
Total	65	100.0		

**II.4 There is good cooperation among the members of my work group**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	1.5	1.5	1.5
Disagree	5	7.7	7.7	9.2
Neutral	2	3.1	3.1	12.3
Agree	27	41.5	41.5	53.8
Strongly Agree	30	46.2	46.2	100.0
Total	65	100.0	100.0	

**II.5 I am treated fairly**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	2	3.1	3.1	3.1
Disagree	3	4.6	4.6	7.7
Neutral	6	9.2	9.2	16.9
Agree	31	47.7	47.7	64.6
Strongly Agree	23	35.4	35.4	100.0
Total	65	100.0	100.0	

**II.6 I am treated with respect**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	4	6.2	6.3	6.3
Disagree	2	3.1	3.1	9.4
Neutral	6	9.2	9.4	18.8
Agree	22	33.8	34.4	53.1
Strongly Agree	30	46.2	46.9	100.0
Total	64	98.5	100.0	
Missing System	1	1.5		
Total	65	100.0		

**II.7 My salary and benefits are satisfactory for my responsibilities**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	7	10.8	10.8	10.8
Disagree	21	32.3	32.3	43.1
Neutral	9	13.8	13.8	56.9
Agree	23	35.4	35.4	92.3
Strongly Agree	5	7.7	7.7	100.0
Total	65	100.0	100.0	

**II.8 My salary is competitive with comparable jobs at other institutions**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	12	18.5	18.5	18.5
Disagree	24	36.9	36.9	55.4
Neutral	9	13.8	13.8	69.2
Agree	14	21.5	21.5	90.8
Strongly Agree	6	9.2	9.2	100.0
Total	65	100.0	100.0	

**II.9 Compared to similar institutions I am satisfied with my benefits package**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.2	3.2
	Disagree	15	23.1	23.8	27.0
	Neutral	11	16.9	17.5	44.4
	Agree	27	41.5	42.9	87.3
	Strongly Agree	8	12.3	12.7	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**II.10 My immediate supervisor is helpful**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.2	6.2
	Disagree	2	3.1	3.1	9.2
	Neutral	1	1.5	1.5	10.8
	Agree	20	30.8	30.8	41.5
	Strongly Agree	38	58.5	58.5	100.0
	Total	65	100.0	100.0	

**II.11 I feel I have job security**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	3	4.6	4.8	6.3
	Neutral	7	10.8	11.1	17.5
	Agree	29	44.6	46.0	63.5
	Strongly Agree	23	35.4	36.5	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**II.12 My supervisor keeps me informed of information that impacts me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	4	6.2	6.3	9.4
	Neutral	5	7.7	7.8	17.2
	Agree	27	41.5	42.2	59.4
	Strongly Agree	26	40.0	40.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**II.13 My ideas/concerns are given appropriate attention**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	5	7.7	7.8	10.9
	Neutral	7	10.8	10.9	21.9
	Agree	27	41.5	42.2	64.1
	Strongly Agree	23	35.4	35.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**II.14 I have adequate input into planning and budgeting**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	9.2	10.2	10.2
	Disagree	11	16.9	18.6	28.8
	Neutral	8	12.3	13.6	42.4
	Agree	24	36.9	40.7	83.1
	Strongly Agree	10	15.4	16.9	100.0
	Total	59	90.8	100.0	
Missing	System	6	9.2		
Total		65	100.0		

**II.15 I am encouraged to make some practical use of available computer resources**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	3	4.6	4.6	4.6
	Agree	34	52.3	52.3	56.9
	Strongly Agree	28	43.1	43.1	100.0
	Total	65	100.0	100.0	

**II.16 Faculty have access to computer skill development**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	4.6	4.7	4.7
	Neutral	2	3.1	3.1	7.8
	Agree	30	46.2	46.9	54.7
	Strongly Agree	29	44.6	45.3	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**II.17 I have taken advantage of faculty development opportunities offered**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.7	1.7
	Disagree	7	10.8	11.7	13.3
	Neutral	7	10.8	11.7	25.0
	Agree	24	36.9	40.0	65.0
	Strongly Agree	21	32.3	35.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**II.18 I know and understand the criteria against which my performance is evaluated**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	3	4.6	4.7	6.3
	Neutral	9	13.8	14.1	20.3
	Agree	27	41.5	42.2	62.5
	Strongly Agree	24	36.9	37.5	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**II.19 My annual evaluation contains appropriate suggestions for improvement**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.7	1.7
	Disagree	6	9.2	10.2	11.9
	Neutral	10	15.4	16.9	28.8
	Agree	33	50.8	55.9	84.7
	Strongly Agree	9	13.8	15.3	100.0
	Total	59	90.8	100.0	
Missing	System	6	9.2		
Total		65	100.0		

**II.20 My contract describes the terms and conditions of employment along with my salary for such employment.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	4.6	4.9	4.9
	Neutral	6	9.2	9.8	14.8
	Agree	33	50.8	54.1	68.9
	Strongly Agree	19	29.2	31.1	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**II.21 I would proudly recommend GC&SU as a good place to work to friends or relatives.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	4	6.2	6.2	6.2
Disagree	4	6.2	6.2	12.3
Neutral	10	15.4	15.4	27.7
Agree	22	33.8	33.8	61.5
Strongly Agree	25	38.5	38.5	100.0
Total	65	100.0	100.0	

**III.1 The physical environment of my campus contributes to an atmosphere for effective learning**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	2	3.1	3.1	3.1
Disagree	1	1.5	1.6	4.7
Neutral	9	13.8	14.1	18.8
Agree	39	60.0	60.9	79.7
Strongly Agree	13	20.0	20.3	100.0
Total	64	98.5	100.0	
Missing System	1	1.5		
Total	65	100.0		

**III.2 The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	4	6.2	6.3	6.3
Disagree	19	29.2	29.7	35.9
Neutral	8	12.3	12.5	48.4
Agree	22	33.8	34.4	82.8
Strongly Agree	11	16.9	17.2	100.0
Total	64	98.5	100.0	
Missing System	1	1.5		
Total	65	100.0		

**III.3.a Copiers.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	1.5	1.5	1.5
Disagree	15	23.1	23.1	24.6
Neutral	4	6.2	6.2	30.8
Agree	29	44.6	44.6	75.4
Strongly Agree	16	24.6	24.6	100.0
Total	65	100.0	100.0	

**Q350**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	7	10.8	11.1	12.7
	Neutral	5	7.7	7.9	20.6
	Agree	36	55.4	57.1	77.8
	Strongly Agree	14	21.5	22.2	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**III.3.c Appropriate furniture**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.5	1.5
	Disagree	12	18.5	18.5	20.0
	Neutral	12	18.5	18.5	38.5
	Agree	28	43.1	43.1	81.5
	Strongly Agree	12	18.5	18.5	100.0
	Total	65	100.0	100.0	

**III.3.d Fax machine**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	2	3.1	3.1	6.2
	Neutral	4	6.2	6.2	12.3
	Agree	46	70.8	70.8	83.1
	Strongly Agree	11	16.9	16.9	100.0
	Total	65	100.0	100.0	

**III.3.e Office supplies**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	7	10.8	10.9	10.9
	Neutral	11	16.9	17.2	28.1
	Agree	32	49.2	50.0	78.1
	Strongly Agree	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**III.4 My office space meets my needs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	7	10.8	10.9	14.1
	Neutral	7	10.8	10.9	25.0
	Agree	25	38.5	39.1	64.1
	Strongly Agree	23	35.4	35.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**III.5 Assistance is available in using library resources/services**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	1	1.5	1.6	3.2
	Neutral	3	4.6	4.8	8.1
	Agree	38	58.5	61.3	69.4
	Strongly Agree	19	29.2	30.6	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**III.6 Copiers are provided where most needed**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	10	15.4	16.1	17.7
	Neutral	12	18.5	19.4	37.1
	Agree	28	43.1	45.2	82.3
	Strongly Agree	11	16.9	17.7	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**III.7 Copiers are serviced as needed**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	4.6	5.1	5.1
	Neutral	13	20.0	22.0	27.1
	Agree	30	46.2	50.8	78.0
	Strongly Agree	13	20.0	22.0	100.0
	Total	59	90.8	100.0	
Missing	System	6	9.2		
Total		65	100.0		

**III.8 Faculty have access to appropriate software**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	6	9.2	9.4	9.4
	Neutral	13	20.0	20.3	29.7
	Agree	31	47.7	48.4	78.1
	Strongly Agree	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**III.9 The university telephone system is satisfactory**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.8	4.8
	Disagree	12	18.5	19.0	23.8
	Neutral	11	16.9	17.5	41.3
	Agree	26	40.0	41.3	82.5
	Strongly Agree	11	16.9	17.5	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**III.10 I have adequate secretarial or clerical help**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.5	6.5
	Disagree	12	18.5	19.4	25.8
	Neutral	4	6.2	6.5	32.3
	Agree	25	38.5	40.3	72.6
	Strongly Agree	17	26.2	27.4	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**III.11 Lines of communication are effective**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.2	6.2
	Disagree	7	10.8	10.8	16.9
	Neutral	12	18.5	18.5	35.4
	Agree	32	49.2	49.2	84.6
	Strongly Agree	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

**III.12 I understand the procedure to have maintenance provided**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	6	9.2	10.5	10.5
	Neutral	8	12.3	14.0	24.6
	Agree	33	50.8	57.9	82.5
	Strongly Agree	10	15.4	17.5	100.0
	Total	57	87.7	100.0	
Missing	System	8	12.3		
Total		65	100.0		

**III.13 Library hours are sufficient for students' needs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	4	6.2	7.0	7.0
	Neutral	13	20.0	22.8	29.8
	Agree	31	47.7	54.4	84.2
	Strongly Agree	9	13.8	15.8	100.0
	Total	57	87.7	100.0	
Missing	System	8	12.3		
Total		65	100.0		

**III.14 I find the library's web pages useful.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	4.6	5.2	5.2
	Neutral	10	15.4	17.2	22.4
	Agree	33	50.8	56.9	79.3
	Strongly Agree	12	18.5	20.7	100.0
	Total	58	89.2	100.0	
Missing	System	7	10.8		
Total		65	100.0		

**III.15 Library resources/collections adequately support courses I teach.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	9.2	9.8	9.8
	Disagree	17	26.2	27.9	37.7
	Neutral	22	33.8	36.1	73.8
	Agree	13	20.0	21.3	95.1
	Strongly Agree	3	4.6	4.9	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**III.16 I have input into the library materials selection process.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.2	3.2
	Disagree	2	3.1	3.2	6.5
	Neutral	9	13.8	14.5	21.0
	Agree	39	60.0	62.9	83.9
	Strongly Agree	10	15.4	16.1	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**III.17 The library catalog enables me to identify and locate useful materials.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.1	3.3	3.3
	Neutral	12	18.5	20.0	23.3
	Agree	34	52.3	56.7	80.0
	Strongly Agree	12	18.5	20.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**III.18 Library instruction classes are beneficial for my students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	2.4	2.4
	Disagree	4	6.2	9.8	12.2
	Neutral	14	21.5	34.1	46.3
	Agree	16	24.6	39.0	85.4
	Strongly Agree	6	9.2	14.6	100.0
	Total	41	63.1	100.0	
Missing	System	24	36.9		
Total		65	100.0		

**III.19 Students have access to computer resources, which are needed, for class assignments.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	4	6.2	6.6	6.6
	Neutral	8	12.3	13.1	19.7
	Agree	37	56.9	60.7	80.3
	Strongly Agree	12	18.5	19.7	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**III.20 Instructional materials are adequate to perform my duties.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	3	4.6	4.7	6.3
	Neutral	15	23.1	23.4	29.7
	Agree	36	55.4	56.3	85.9
	Strongly Agree	9	13.8	14.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**III.21 There is adequate classroom space for my current programs.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.8	4.8
	Disagree	22	33.8	34.9	39.7
	Neutral	5	7.7	7.9	47.6
	Agree	24	36.9	38.1	85.7
	Strongly Agree	9	13.8	14.3	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**III.22 Parking is sufficient to meet faculty needs.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	20.0	20.6	20.6
	Disagree	11	16.9	17.5	38.1
	Neutral	4	6.2	6.3	44.4
	Agree	26	40.0	41.3	85.7
	Strongly Agree	9	13.8	14.3	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**III.23 The physical environment contributes to an atmosphere for effective work.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	6	9.2	9.4	12.5
	Neutral	12	18.5	18.8	31.3
	Agree	33	50.8	51.6	82.8
	Strongly Agree	11	16.9	17.2	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**III.24 Facilities are adequately maintained.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	7	10.8	10.9	14.1
	Neutral	5	7.7	7.8	21.9
	Agree	40	61.5	62.5	84.4
	Strongly Agree	10	15.4	15.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.1 New faculty/staff are made to feel welcome at the university**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	1.5	1.6	1.6
	Neutral	2	3.1	3.1	4.7
	Agree	37	56.9	57.8	62.5
	Strongly Agree	24	36.9	37.5	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.2 New faculty are adequately oriented to the university.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	4	6.2	6.3	6.3
	Neutral	10	15.4	15.6	21.9
	Agree	32	49.2	50.0	71.9
	Strongly Agree	18	27.7	28.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.3 Students are made to feel welcome at the university**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	1	1.5	1.6	1.6
	Agree	33	50.8	54.1	55.7
	Strongly Agree	27	41.5	44.3	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**IV.4 The university embodies a sense of a shared community**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.3	6.3
	Disagree	7	10.8	10.9	17.2
	Neutral	9	13.8	14.1	31.3
	Agree	28	43.1	43.8	75.0
	Strongly Agree	16	24.6	25.0	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.5 The values espoused by the university are highly visible within the university community**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.1	3.1
	Disagree	3	4.6	4.7	7.8
	Neutral	12	18.5	18.8	26.6
	Agree	32	49.2	50.0	76.6
	Strongly Agree	15	23.1	23.4	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.6 I feel the university is living up to expectations espoused in the university mission**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.2	6.2
	Disagree	5	7.7	7.7	13.8
	Neutral	12	18.5	18.5	32.3
	Agree	31	47.7	47.7	80.0
	Strongly Agree	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

**IV.7 The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	7.7	7.9	7.9
	Disagree	3	4.6	4.8	12.7
	Neutral	5	7.7	7.9	20.6
	Agree	31	47.7	49.2	69.8
	Strongly Agree	19	29.2	30.2	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**IV.8 Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.7	4.7
	Disagree	6	9.2	9.4	14.1
	Neutral	13	20.0	20.3	34.4
	Agree	29	44.6	45.3	79.7
	Strongly Agree	13	20.0	20.3	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.9 The university has adequate procedures for planning**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.7	6.7
	Disagree	7	10.8	11.7	18.3
	Neutral	15	23.1	25.0	43.3
	Agree	28	43.1	46.7	90.0
	Strongly Agree	6	9.2	10.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**IV.10 The university has adequate procedures for evaluation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.3	6.3
	Disagree	6	9.2	9.4	15.6
	Neutral	18	27.7	28.1	43.8
	Agree	29	44.6	45.3	89.1
	Strongly Agree	7	10.8	10.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**IV.11 The university adequately defines expected educational results.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.8	4.8
	Disagree	8	12.3	12.7	17.5
	Neutral	19	29.2	30.2	47.6
	Agree	26	40.0	41.3	88.9
	Strongly Agree	7	10.8	11.1	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**IV.12 The institution encourages participation in decision making, policymaking, etc.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	7.7	7.7	7.7
	Disagree	9	13.8	13.8	21.5
	Neutral	15	23.1	23.1	44.6
	Agree	28	43.1	43.1	87.7
	Strongly Agree	8	12.3	12.3	100.0
	Total	65	100.0	100.0	

**IV.13 The current security measures are adequate for my area.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.2	3.2
	Disagree	5	7.7	7.9	11.1
	Neutral	8	12.3	12.7	23.8
	Agree	38	58.5	60.3	84.1
	Strongly Agree	10	15.4	15.9	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**IV.14 The university provides adequate support services for students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	3	4.6	4.9	6.6
	Neutral	13	20.0	21.3	27.9
	Agree	31	47.7	50.8	78.7
	Strongly Agree	13	20.0	21.3	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**IV.15 Support services are adequately comprehensive to address and respond to the diverse needs of students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.3	3.3
	Disagree	3	4.6	5.0	8.3
	Neutral	15	23.1	25.0	33.3
	Agree	31	47.7	51.7	85.0
	Strongly Agree	9	13.8	15.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**V.1 There is effective college-wide coordination of programmatic and curricular changes.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.6	6.6
	Disagree	6	9.2	9.8	16.4
	Neutral	17	26.2	27.9	44.3
	Agree	27	41.5	44.3	88.5
	Strongly Agree	7	10.8	11.5	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**V.2 The resources for the courses that I teach are appropriate to the goals of the course.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	9	13.8	14.1	14.1
	Neutral	12	18.5	18.8	32.8
	Agree	35	53.8	54.7	87.5
	Strongly Agree	8	12.3	12.5	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.3 My instruction is evaluated regularly by means other than the use of student course evaluation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.5	6.5
	Disagree	17	26.2	27.4	33.9
	Neutral	13	20.0	21.0	54.8
	Agree	23	35.4	37.1	91.9
	Strongly Agree	5	7.7	8.1	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**V.4 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.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	1.5	1.6	1.6
	Neutral	5	7.7	8.2	9.8
	Agree	32	49.2	52.5	62.3
	Strongly Agree	23	35.4	37.7	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**V.5 Instruction is regularly evaluated at this institution.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	10	15.4	15.6	17.2
	Neutral	13	20.0	20.3	37.5
	Agree	26	40.0	40.6	78.1
	Strongly Agree	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.6.a the goals of the course**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	1	1.5	1.6	1.6
	Agree	17	26.2	26.6	28.1
	Strongly Agree	46	70.8	71.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.6.b the requirements of the course**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	11	16.9	17.2	17.2
	Strongly Agree	53	81.5	82.8	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.6.c the nature of the course content.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	1	1.5	1.6	1.6
	Agree	15	23.1	23.4	25.0
	Strongly Agree	48	73.8	75.0	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.6.d the methods of evaluation to be employed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	13	20.0	20.3	20.3
	Strongly Agree	51	78.5	79.7	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.7.a reasonable teaching loads**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	12.3	12.3	12.3
	Disagree	25	38.5	38.5	50.8
	Neutral	10	15.4	15.4	66.2
	Agree	17	26.2	26.2	92.3
	Strongly Agree	5	7.7	7.7	100.0
	Total	65	100.0	100.0	

**V.7.b effective advising for students**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	10.8	11.3	11.3
	Disagree	19	29.2	30.6	41.9
	Neutral	14	21.5	22.6	64.5
	Agree	18	27.7	29.0	93.5
	Strongly Agree	4	6.2	6.5	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**V.7.c adequate curriculum development**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.7	4.7
	Disagree	14	21.5	21.9	26.6
	Neutral	16	24.6	25.0	51.6
	Agree	25	38.5	39.1	90.6
	Strongly Agree	6	9.2	9.4	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.7.d adequate participation in policy making**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.7	4.7
	Disagree	12	18.5	18.8	23.4
	Neutral	14	21.5	21.9	45.3
	Agree	27	41.5	42.2	87.5
	Strongly Agree	8	12.3	12.5	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.7.e adequate institutional planning and evaluation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.9	4.9
	Disagree	12	18.5	19.7	24.6
	Neutral	17	26.2	27.9	52.5
	Agree	23	35.4	37.7	90.2
	Strongly Agree	6	9.2	9.8	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**V.7.f adequate participation in institutional governance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	3.1	3.2	3.2
	Disagree	11	16.9	17.5	20.6
	Neutral	15	23.1	23.8	44.4
	Agree	24	36.9	38.1	82.5
	Strongly Agree	11	16.9	17.5	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**V.8 The institution encourages participation in decision making, policymaking, etc.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.6	4.6
	Disagree	7	10.8	10.8	15.4
	Neutral	16	24.6	24.6	40.0
	Agree	29	44.6	44.6	84.6
	Strongly Agree	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

**V.9.a evaluate and improve my instruction.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.3	6.3
	Disagree	16	24.6	25.0	31.3
	Neutral	15	23.1	23.4	54.7
	Agree	22	33.8	34.4	89.1
	Strongly Agree	7	10.8	10.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.9.b effectively advise students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.6	6.6
	Disagree	13	20.0	21.3	27.9
	Neutral	14	21.5	23.0	50.8
	Agree	25	38.5	41.0	91.8
	Strongly Agree	5	7.7	8.2	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**V.9.c contribute effectively to curriculum development.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.5	6.5
	Disagree	15	23.1	24.2	30.6
	Neutral	15	23.1	24.2	54.8
	Agree	20	30.8	32.3	87.1
	Strongly Agree	8	12.3	12.9	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**V.9.d participate adequately in policy making.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.7	6.7
	Disagree	15	23.1	25.0	31.7
	Neutral	13	20.0	21.7	53.3
	Agree	25	38.5	41.7	95.0
	Strongly Agree	3	4.6	5.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**V.9.e participate effectively in institutional planning and evaluation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	7.7	8.2	8.2
	Disagree	16	24.6	26.2	34.4
	Neutral	14	21.5	23.0	57.4
	Agree	22	33.8	36.1	93.4
	Strongly Agree	4	6.2	6.6	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**V.9.f participate effectively in institutional governance.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	9.2	10.0	10.0
	Disagree	13	20.0	21.7	31.7
	Neutral	16	24.6	26.7	58.3
	Agree	22	33.8	36.7	95.0
	Strongly Agree	3	4.6	5.0	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**V.9.g participate effectively in professional and community organizations.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	10.8	10.9	10.9
	Disagree	17	26.2	26.6	37.5
	Neutral	15	23.1	23.4	60.9
	Agree	20	30.8	31.3	92.2
	Strongly Agree	5	7.7	7.8	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.10.b on-campus professional development programs which contribute to faculties' ability to function as an effective faculty member.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	9.2	9.7	9.7
	Disagree	12	18.5	19.4	29.0
	Neutral	11	16.9	17.7	46.8
	Agree	27	41.5	43.5	90.3
	Strongly Agree	6	9.2	9.7	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**V.11 In my teaching, I feel that I have sufficient academic freedom.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.6	1.6
	Disagree	4	6.2	6.5	8.1
	Neutral	10	15.4	16.1	24.2
	Agree	38	58.5	61.3	85.5
	Strongly Agree	9	13.8	14.5	100.0
	Total	62	95.4	100.0	
Missing	System	3	4.6		
Total		65	100.0		

**V.12 Each semester I receive the results of the Student Course Evaluations in my classes.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.1	3.1	3.1
	Neutral	4	6.2	6.3	9.4
	Agree	31	47.7	48.4	57.8
	Strongly Agree	27	41.5	42.2	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**V.13 I have taken advantage of professional development, offered during scheduled professional development days.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	4.6	4.9	4.9
	Neutral	2	3.1	3.3	8.2
	Agree	25	38.5	41.0	49.2
	Strongly Agree	31	47.7	50.8	100.0
	Total	61	93.8	100.0	
Missing	System	4	6.2		
Total		65	100.0		

**VI.1 The President is doing a good job of leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.5	1.7	1.7
	Disagree	7	10.8	12.1	13.8
	Neutral	6	9.2	10.3	24.1
	Agree	28	43.1	48.3	72.4
	Strongly Agree	16	24.6	27.6	100.0
	Total	58	89.2	100.0	
Missing	System	7	10.8		
Total		65	100.0		

**VI.2 The VP/Dean of Faculties is doing a good job of leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	4.6	4.7	4.7
	Neutral	7	10.8	10.9	15.6
	Agree	17	26.2	26.6	42.2
	Strongly Agree	37	56.9	57.8	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**Q1110**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	10.8	11.1	11.1
	Disagree	8	12.3	12.7	23.8
	Neutral	9	13.8	14.3	38.1
	Agree	14	21.5	22.2	60.3
	Strongly Agree	25	38.5	39.7	100.0
	Total	63	96.9	100.0	
Missing	System	2	3.1		
Total		65	100.0		

**VI.3 My academic dean is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	6.2	6.3	6.3
	Disagree	4	6.2	6.3	12.5
	Neutral	5	7.7	7.8	20.3
	Agree	19	29.2	29.7	50.0
	Strongly Agree	32	49.2	50.0	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

**VI.4 My department chair keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	7.7	8.3	8.3
	Disagree	1	1.5	1.7	10.0
	Neutral	5	7.7	8.3	18.3
	Agree	23	35.4	38.3	56.7
	Strongly Agree	26	40.0	43.3	100.0
	Total	60	92.3	100.0	
Missing	System	5	7.7		
Total		65	100.0		

**Descriptives**

**Descriptive Statistics**

	N	Mean
II.1 My job makes good use of my skills and abilities	65	4.40
II.2 Career advancement is possible here if openings occur	59	3.56
II.3 Job promotions in GC&SU are fair and objective	57	3.53
II.4 There is good cooperation among the members of my work group	65	4.23
II.5 I am treated fairly	65	4.08
II.6 I am treated with respect	64	4.12
II.7 My salary and benefits are satisfactory for my responsibilities	65	2.97
II.8 My salary is competitive with comparable jobs at other institutions	65	2.66
II.9 Compared to similar institutions I am satisfied with my benefits package	63	3.38
II.10 My immediate supervisor is helpful	65	4.32
II.11 I feel I have job security	63	4.11
II.12 My supervisor keeps me informed of information that impacts me	64	4.11

### Descriptive Statistics

	N	Mean
II.13 My ideas/concerns are given appropriate attention	64	4.00
II.14 I have adequate input into planning and budgeting	59	3.36
II.15 I am encouraged to make some practical use of available computer resources	65	4.38
II.16 Faculty have access to computer skill development	64	4.33
II.17 I have taken advantage of faculty development opportunities offered	60	3.95
II.18 I know and understand the criteria against which my performance is evaluated	64	4.09
II.19 My annual evaluation contains appropriate suggestions for improvement	59	3.73
II.20 My contract describes the terms and conditions of employment along with my salary for such employment.	61	4.11
II.21 I would proudly recommend GC&SU as a good place to work to friends or relatives.	65	3.92
III.1 The physical environment of my campus contributes to an atmosphere for effective learning	64	3.94
III.2 The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution	64	3.27
III.3.a Copiers.	65	3.68
Q350	63	3.87
III.3.c Appropriate furniture	65	3.58
III.3.d Fax machine	65	3.95
III.3.e Office supplies	64	3.83
III.4 My office space meets my needs	64	3.94

### Descriptive Statistics

	N	Mean
III.5 Assistance is available in using library resources/services	62	4.18
III.6 Copiers are provided where most needed	62	3.61
III.7 Copiers are serviced as needed	59	3.90
III.8 Faculty have access to appropriate software	64	3.83
III.9 The university telephone system is satisfactory	63	3.48
III.10 I have adequate secretarial or clerical help	62	3.63
III.11 Lines of communication are effective	65	3.57
III.12 I understand the procedure to have maintenance provided	57	3.82
III.13 Library hours are sufficient for students' needs	57	3.79
III.14 I find the library's web pages useful.	58	3.93
III.15 Library resources/collections adequately support courses I teach.	61	2.84
III.16 I have input into the library materials selection process.	62	3.85
III.17 The library catalog enables me to identify and locate useful materials.	60	3.93
III.18 Library instruction classes are beneficial for my students.	41	3.54
III.19 Students have access to computer resources, which are needed, for class assignments.	61	3.93
III.20 Instructional materials are adequate to perform my duties.	64	3.77
III.21 There is adequate classroom space for my current programs.	63	3.22
III.22 Parking is sufficient to meet faculty needs.	63	3.11

**Descriptive Statistics**

	N	Mean
III.23 The physical environment contributes to an atmosphere for effective work.	64	3.70
III.24 Facilities are adequately maintained.	64	3.77
IV.1 New faculty/staff are made to feel welcome at the university	64	4.31
IV.2 New faculty are adequately oriented to the university.	64	4.00
IV.3 Students are made to feel welcome at the university	61	4.43
IV.4 The university embodies a sense of a shared community	64	3.70
IV.5 The values espoused by the university are highly visible within the university community	64	3.86
IV.6 I feel the university is living up to expectations espoused in the university mission	65	3.68
IV.7 The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs	63	3.89
IV.8 Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	64	3.67
IV.9 The university has adequate procedures for planning	60	3.42
IV.10 The university has adequate procedures for evaluation	64	3.45
IV.11 The university adequately defines expected educational results.	63	3.41
IV.12 The institution encourages participation in decision making, policymaking, etc.	65	3.38

### Descriptive Statistics

	N	Mean
IV.13 The current security measures are adequate for my area.	63	3.78
IV.14 The university provides adequate support services for students.	61	3.85
IV.15 Support services are adequately comprehensive to address and respond to the diverse needs of students.	60	3.70
V.1 There is effective college-wide coordination of programmatic and curricular changes.	61	3.44
V.2 The resources for the courses that I teach are appropriate to the goals of the course.	64	3.66
V.3 My instruction is evaluated regularly by means other than the use of student course evaluation.	62	3.13
V.4 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.	61	4.26
V.5 Instruction is regularly evaluated at this institution.	64	3.66
V.6.a the goals of the course	64	4.70
V.6.b the requirements of the course	64	4.83
V.6.c the nature of the course content.	64	4.73
V.6.d the methods of evaluation to be employed.	64	4.80
V.7.a reasonable teaching loads	65	2.78
V.7.b effective advising for students	62	2.89
V.7.c adequate curriculum development	64	3.27

### Descriptive Statistics

	N	Mean
V.7.d adequate participation in policy making	64	3.39
V.7.e adequate institutional planning and evaluation	61	3.28
V.7.f adequate participation in institutional governance	63	3.49
V.8 The institution encourages participation in decision making, policymaking, etc.	65	3.55
V.9.a evaluate and improve my instruction.	64	3.19
V.9.b effectively advise students.	61	3.23
V.9.c contribute effectively to curriculum development.	62	3.21
V.9.d participate adequately in policy making.	60	3.13
V.9.e participate effectively in institutional planning and evaluation.	61	3.07
V.9.f participate effectively in institutional governance.	60	3.05
V.9.g participate effectively in professional and community organizations.	64	2.98
V.10.b on-campus professional development programs which contribute to faculties' ability to function as an effective faculty member.	62	3.24
V.11 In my teaching, I feel that I have sufficient academic freedom.	62	3.81
V.12 Each semester I receive the results of the Student Course Evaluations in my classes.	64	4.30
V.13 I have taken advantage of professional development, offered during scheduled professional development days.	61	4.38

### Descriptive Statistics

	N	Mean
VI.1 The President is doing a good job of leading the organization.	58	3.88
VI.2 The VP/Dean of Faculties is doing a good job of leading the organization.	64	4.33
Q1110	63	3.67
VI.3 My academic dean is trying to improve the organization.	64	4.11
VI.4 My department chair keeps people well informed.	60	4.07
Valid N (listwise)	18	

## Descriptives

### Descriptive Statistics

	N	Mean
II.8 My salary is competitive with comparable jobs at other institutions	65	2.66
V.7.a reasonable teaching loads	65	2.78
III.15 Library resources/collections adequately support courses I teach.	61	2.84
V.7.b effective advising for students	62	2.89
II.7 My salary and benefits are satisfactory for my responsibilities	65	2.97
V.9.g participate effectively in professional and community organizations.	64	2.98
V.9.f participate effectively in institutional governance.	60	3.05
V.9.e participate effectively in institutional planning and evaluation.	61	3.07
III.22 Parking is sufficient to meet faculty needs.	63	3.11
V.3 My instruction is evaluated regularly by means other than the use of student course evaluation.	62	3.13

### Descriptive Statistics

	N	Mean
V.9.d participate adequately in policy making.	60	3.13
V.9.a evaluate and improve my instruction.	64	3.19
V.9.c contribute effectively to curriculum development.	62	3.21
III.21 There is adequate classroom space for my current programs.	63	3.22
V.9.b effectively advise students.	61	3.23
V.10.b on-campus professional development programs which contribute to faculties' ability to function as an effective faculty member.	62	3.24
III.2 The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution	64	3.27
V.7.c adequate curriculum development	64	3.27
V.7.e adequate institutional planning and evaluation	61	3.28
II.14 I have adequate input into planning and budgeting	59	3.36
II.9 Compared to similar institutions I am satisfied with my benefits package	63	3.38
IV.12 The institution encourages participation in decision making, policymaking, etc.	65	3.38
V.7.d adequate participation in policy making	64	3.39
IV.11 The university adequately defines expected educational results.	63	3.41
IV.9 The university has adequate procedures for planning	60	3.42

### Descriptive Statistics

	N	Mean
V.1 There is effective college-wide coordination of programmatic and curricular changes.	61	3.44
IV.10 The university has adequate procedures for evaluation	64	3.45
III.9 The university telephone system is satisfactory	63	3.48
V.7.f adequate participation in institutional governance	63	3.49
II.3 Job promotions in GC&SU are fair and objective	57	3.53
III.18 Library instruction classes are beneficial for my students.	41	3.54
V.8 The institution encourages participation in decision making, policymaking, etc.	65	3.55
II.2 Career advancement is possible here if openings occur	59	3.56
III.11 Lines of communication are effective	65	3.57
III.3.c Appropriate furniture	65	3.58
III.6 Copiers are provided where most needed	62	3.61
III.10 I have adequate secretarial or clerical help	62	3.63
V.2 The resources for the courses that I teach are appropriate to the goals of the course.	64	3.66
V.5 Instruction is regularly evaluated at this institution.	64	3.66
Q1110	63	3.67
IV.8 Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	64	3.67
III.3.a Copiers.	65	3.68

### Descriptive Statistics

	N	Mean
IV.6 I feel the university is living up to expectations espoused in the university mission	65	3.68
IV.15 Support services are adequately comprehensive to address and respond to the diverse needs of students.	60	3.70
III.23 The physical environment contributes to an atmosphere for effective work.	64	3.70
IV.4 The university embodies a sense of a shared community	64	3.70
II.19 My annual evaluation contains appropriate suggestions for improvement	59	3.73
III.20 Instructional materials are adequate to perform my duties.	64	3.77
III.24 Facilities are adequately maintained.	64	3.77
IV.13 The current security measures are adequate for my area.	63	3.78
III.13 Library hours are sufficient for students' needs	57	3.79
V.11 In my teaching, I feel that I have sufficient academic freedom.	62	3.81
III.12 I understand the procedure to have maintenance provided	57	3.82
III.8 Faculty have access to appropriate software	64	3.83
III.3.e Office supplies	64	3.83
IV.14 The university provides adequate support services for students.	61	3.85
III.16 I have input into the library materials selection process.	62	3.85
IV.5 The values espoused by the university are highly visible within the university community	64	3.86
Q350	63	3.87

### Descriptive Statistics

	N	Mean
VI.1 The President is doing a good job of leading the organization.	58	3.88
IV.7 The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs	63	3.89
III.7 Copiers are serviced as needed	59	3.90
II.21 I would proudly recommend GC&SU as a good place to work to friends or relatives.	65	3.92
III.14 I find the library's web pages useful.	58	3.93
III.17 The library catalog enables me to identify and locate useful materials.	60	3.93
III.19 Students have access to computer resources, which are needed, for class assignments.	61	3.93
III.1 The physical environment of my campus contributes to an atmosphere for effective learning	64	3.94
III.4 My office space meets my needs	64	3.94
II.17 I have taken advantage of faculty development opportunities offered	60	3.95
III.3.d Fax machine	65	3.95
II.13 My ideas/concerns are given appropriate attention	64	4.00
IV.2 New faculty are adequately oriented to the university.	64	4.00
VI.4 My department chair keeps people well informed.	60	4.07
II.5 I am treated fairly	65	4.08
II.18 I know and understand the criteria against which my performance is evaluated	64	4.09

### Descriptive Statistics

	N	Mean
II.12 My supervisor keeps me informed of information that impacts me	64	4.11
VI.3 My academic dean is trying to improve the organization.	64	4.11
II.11 I feel I have job security	63	4.11
II.20 My contract describes the terms and conditions of employment along with my salary for such employment.	61	4.11
II.6 I am treated with respect	64	4.12
III.5 Assistance is available in using library resources/services	62	4.18
II.4 There is good cooperation among the members of my work group	65	4.23
V.4 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.	61	4.26
V.12 Each semester I receive the results of the Student Course Evaluations in my classes.	64	4.30
IV.1 New faculty/staff are made to feel welcome at the university	64	4.31
II.10 My immediate supervisor is helpful	65	4.32
VI.2 The VP/Dean of Faculties is doing a good job of leading the organization.	64	4.33
II.16 Faculty have access to computer skill development	64	4.33

### Descriptive Statistics

	N	Mean
V.13 I have taken advantage of professional development, offered during scheduled professional development days.	61	4.38
II.15 I am encouraged to make some practical use of available computer resources	65	4.38
II.1 My job makes good use of my skills and abilities	65	4.40
IV.3 Students are made to feel welcome at the university	61	4.43
V.6.a the goals of the course	64	4.70
V.6.c the nature of the course content.	64	4.73
V.6.d the methods of evaluation to be employed.	64	4.80
V.6.b the requirements of the course	64	4.83
Valid N (listwise)	18	