

Frequencies

Frequency Table

I.1 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	38	45.8	46.3	46.3
	male	44	53.0	53.7	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

I.2 Time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	full-time	82	98.8	98.8	98.8
	part-time	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

I.3 School/College

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Arts & Sciences	44	53.0	53.7	53.7
	Business	14	16.9	17.1	70.7
	Education	7	8.4	8.5	79.3
	Health Sciences	9	10.8	11.0	90.2
	Other	8	9.6	9.8	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

I.4 Years at GC&SU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 5	45	54.2	54.2	54.2
	5-10 years	25	30.1	30.1	84.3
	11-20	12	14.5	14.5	98.8
	more than 20	1	1.2	1.2	100.0
	Total	83	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	1	1.2	1.2	1.2
	Disagree	4	4.8	4.9	6.1
	Neutral	5	6.0	6.1	12.2
	Agree	32	38.6	39.0	51.2
	Strongly Agree	40	48.2	48.8	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

II.2 Career advancement is possible here if openings occur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	3.6	4.1	4.1
	Disagree	12	14.5	16.4	20.5
	Neutral	16	19.3	21.9	42.5
	Agree	33	39.8	45.2	87.7
	Strongly Agree	9	10.8	12.3	100.0
	Total	73	88.0	100.0	
Missing	System	10	12.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	7.2	7.9	7.9
	Disagree	9	10.8	11.8	19.7
	Neutral	21	25.3	27.6	47.4
	Agree	30	36.1	39.5	86.8
	Strongly Agree	10	12.0	13.2	100.0
	Total	76	91.6	100.0	
Missing	System	7	8.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	4.9	4.9
	Disagree	3	3.6	3.7	8.5
	Neutral	6	7.2	7.3	15.9
	Agree	34	41.0	41.5	57.3
	Strongly Agree	35	42.2	42.7	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

II.5 I am treated fairly

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.1	6.1
	Disagree	7	8.4	8.5	14.6
	Neutral	12	14.5	14.6	29.3
	Agree	28	33.7	34.1	63.4
	Strongly Agree	30	36.1	36.6	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

II.6 I am treated with respect

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	7.2	7.2	7.2
	Disagree	2	2.4	2.4	9.6
	Neutral	12	14.5	14.5	24.1
	Agree	30	36.1	36.1	60.2
	Strongly Agree	33	39.8	39.8	100.0
	Total	83	100.0	100.0	

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	20.5	20.7	20.7
	Disagree	28	33.7	34.1	54.9
	Neutral	13	15.7	15.9	70.7
	Agree	12	14.5	14.6	85.4
	Strongly Agree	12	14.5	14.6	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	24.1	24.4	24.4
	Disagree	27	32.5	32.9	57.3
	Neutral	12	14.5	14.6	72.0
	Agree	15	18.1	18.3	90.2
	Strongly Agree	8	9.6	9.8	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	12	14.5	15.0	15.0
	Neutral	21	25.3	26.3	41.3
	Agree	34	41.0	42.5	83.8
	Strongly Agree	13	15.7	16.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

II.10 My immediate supervisor is helpful

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	3.6	3.7	3.7
	Disagree	6	7.2	7.3	11.0
	Neutral	2	2.4	2.4	13.4
	Agree	30	36.1	36.6	50.0
	Strongly Agree	41	49.4	50.0	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

II.11 I feel I have job security

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	9.6	9.9	9.9
	Disagree	5	6.0	6.2	16.0
	Neutral	8	9.6	9.9	25.9
	Agree	32	38.6	39.5	65.4
	Strongly Agree	28	33.7	34.6	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.1	6.1
	Disagree	8	9.6	9.8	15.9
	Neutral	4	4.8	4.9	20.7
	Agree	40	48.2	48.8	69.5
	Strongly Agree	25	30.1	30.5	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

II.13 My ideas/concerns are given appropriate attention

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.3	6.3
	Disagree	7	8.4	8.8	15.0
	Neutral	14	16.9	17.5	32.5
	Agree	35	42.2	43.8	76.3
	Strongly Agree	19	22.9	23.8	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

II.14 I have adequate input into planning and budgeting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	15.7	16.0	16.0
	Disagree	10	12.0	12.3	28.4
	Neutral	18	21.7	22.2	50.6
	Agree	31	37.3	38.3	88.9
	Strongly Agree	9	10.8	11.1	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	3.6	3.8	3.8
	Neutral	7	8.4	8.8	12.5
	Agree	40	48.2	50.0	62.5
	Strongly Agree	30	36.1	37.5	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

II.16 Faculty have access to computer skill development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	1.2	1.3	1.3
	Neutral	11	13.3	13.8	15.0
	Agree	35	42.2	43.8	58.8
	Strongly Agree	33	39.8	41.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	4	4.8	5.1	5.1
	Neutral	11	13.3	13.9	19.0
	Agree	30	36.1	38.0	57.0
	Strongly Agree	34	41.0	43.0	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	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	3	3.6	3.8	3.8
	Disagree	5	6.0	6.3	10.0
	Neutral	9	10.8	11.3	21.3
	Agree	42	50.6	52.5	73.8
	Strongly Agree	21	25.3	26.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

II.19 My annual evaluation contains appropriate suggestions for improvement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.7	2.7
	Strongly Disagree	5	6.0	6.8	9.5
	Disagree	3	3.6	4.1	13.5
	Neutral	12	14.5	16.2	29.7
	Agree	42	50.6	56.8	86.5
	Strongly Agree	10	12.0	13.5	100.0
	Total	74	89.2	100.0	
Missing	System	9	10.8		
Total		83	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	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	5	6.0	6.2	7.4
	Disagree	5	6.0	6.2	13.6
	Neutral	18	21.7	22.2	35.8
	Agree	40	48.2	49.4	85.2
	Strongly Agree	12	14.5	14.8	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	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	7	8.4	8.5	8.5
	Disagree	7	8.4	8.5	17.1
	Neutral	13	15.7	15.9	32.9
	Agree	34	41.0	41.5	74.4
	Strongly Agree	21	25.3	25.6	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	12	14.5	14.6	14.6
	Neutral	9	10.8	11.0	25.6
	Agree	49	59.0	59.8	85.4
	Strongly Agree	12	14.5	14.6	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	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	10	12.0	12.3	12.3
	Disagree	24	28.9	29.6	42.0
	Neutral	9	10.8	11.1	53.1
	Agree	32	38.6	39.5	92.6
	Strongly Agree	6	7.2	7.4	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

III.3.a Copiers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	4.9	4.9
	Disagree	16	19.3	19.5	24.4
	Neutral	9	10.8	11.0	35.4
	Agree	38	45.8	46.3	81.7
	Strongly Agree	15	18.1	18.3	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III3B

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	7.2	7.3	7.3
	Disagree	7	8.4	8.5	15.9
	Neutral	5	6.0	6.1	22.0
	Agree	50	60.2	61.0	82.9
	Strongly Agree	14	16.9	17.1	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III.3.c Appropriate furniture

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.1	6.1
	Disagree	17	20.5	20.7	26.8
	Neutral	10	12.0	12.2	39.0
	Agree	39	47.0	47.6	86.6
	Strongly Agree	11	13.3	13.4	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III.3.d Fax machine

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	5.0	5.0
	Disagree	9	10.8	11.3	16.3
	Neutral	7	8.4	8.8	25.0
	Agree	50	60.2	62.5	87.5
	Strongly Agree	10	12.0	12.5	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

III.3.e Office supplies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	4.9	4.9
	Disagree	9	10.8	11.1	16.0
	Neutral	10	12.0	12.3	28.4
	Agree	47	56.6	58.0	86.4
	Strongly Agree	11	13.3	13.6	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

III.4 My office space meets my needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	12.0	12.2	12.2
	Disagree	12	14.5	14.6	26.8
	Neutral	7	8.4	8.5	35.4
	Agree	38	45.8	46.3	81.7
	Strongly Agree	15	18.1	18.3	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.2	1.2
	Disagree	3	3.6	3.7	4.9
	Neutral	8	9.6	9.9	14.8
	Agree	42	50.6	51.9	66.7
	Strongly Agree	27	32.5	33.3	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

III.6 Copiers are provided where most needed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	4.9	4.9
	Disagree	10	12.0	12.2	17.1
	Neutral	17	20.5	20.7	37.8
	Agree	43	51.8	52.4	90.2
	Strongly Agree	8	9.6	9.8	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III.7 Copiers are serviced as needed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	2.4	2.5	2.5
	Disagree	4	4.8	5.0	7.5
	Neutral	20	24.1	25.0	32.5
	Agree	46	55.4	57.5	90.0
	Strongly Agree	8	9.6	10.0	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

III.8 Faculty have access to appropriate software

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.3	6.3
	Disagree	12	14.5	15.0	21.3
	Neutral	12	14.5	15.0	36.3
	Agree	43	51.8	53.8	90.0
	Strongly Agree	8	9.6	10.0	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

III.9 The university telephone system is satisfactory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	9.6	9.9	9.9
	Disagree	13	15.7	16.0	25.9
	Neutral	7	8.4	8.6	34.6
	Agree	46	55.4	56.8	91.4
	Strongly Agree	7	8.4	8.6	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

III.10 I have adequate secretarial or clerical help

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	6.0	6.2	6.2
	Disagree	19	22.9	23.5	29.6
	Neutral	8	9.6	9.9	39.5
	Agree	33	39.8	40.7	80.2
	Strongly Agree	16	19.3	19.8	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

III.11 Lines of communication are effective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	8	9.6	9.8	11.0
	Disagree	10	12.0	12.2	23.2
	Neutral	17	20.5	20.7	43.9
	Agree	38	45.8	46.3	90.2
	Strongly Agree	8	9.6	9.8	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III.12 I understand the procedure to have maintenance provided

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	3	3.6	3.8	5.1
	Disagree	11	13.3	14.1	19.2
	Neutral	15	18.1	19.2	38.5
	Agree	41	49.4	52.6	91.0
	Strongly Agree	7	8.4	9.0	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

III.13 Library hours are sufficient for students' needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.7	2.7
	Strongly Disagree	1	1.2	1.3	4.0
	Disagree	10	12.0	13.3	17.3
	Neutral	16	19.3	21.3	38.7
	Agree	41	49.4	54.7	93.3
	Strongly Agree	5	6.0	6.7	100.0
	Total	75	90.4	100.0	
Missing	System	8	9.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.7	2.7
	Disagree	2	2.4	2.7	5.3
	Neutral	17	20.5	22.7	28.0
	Agree	38	45.8	50.7	78.7
	Strongly Agree	16	19.3	21.3	100.0
	Total	75	90.4	100.0	
Missing	System	8	9.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.5	2.5
	Strongly Disagree	15	18.1	18.8	21.3
	Disagree	26	31.3	32.5	53.8
	Neutral	16	19.3	20.0	73.8
	Agree	16	19.3	20.0	93.8
	Strongly Agree	5	6.0	6.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	4	4.8	5.1	6.3
	Disagree	6	7.2	7.6	13.9
	Neutral	16	19.3	20.3	34.2
	Agree	40	48.2	50.6	84.8
	Strongly Agree	12	14.5	15.2	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	3	3.6	4.1	4.1
	Disagree	3	3.6	4.1	8.1
	Neutral	19	22.9	25.7	33.8
	Agree	40	48.2	54.1	87.8
	Strongly Agree	9	10.8	12.2	100.0
	Total	74	89.2	100.0	
Missing	System	9	10.8		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	4	4.8	6.3	6.3
	Disagree	3	3.6	4.8	11.1
	Neutral	23	27.7	36.5	47.6
	Agree	27	32.5	42.9	90.5
	Strongly Agree	6	7.2	9.5	100.0
	Total	63	75.9	100.0	
Missing	System	20	24.1		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	2	2.4	2.6	3.9
	Disagree	13	15.7	16.9	20.8
	Neutral	13	15.7	16.9	37.7
	Agree	36	43.4	46.8	84.4
	Strongly Agree	12	14.5	15.6	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	3	3.6	3.9	5.3
	Disagree	10	12.0	13.2	18.4
	Neutral	6	7.2	7.9	26.3
	Agree	50	60.2	65.8	92.1
	Strongly Agree	6	7.2	7.9	100.0
	Total	76	91.6	100.0	
Missing	System	7	8.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	9.6	10.4	10.4
	Disagree	21	25.3	27.3	37.7
	Neutral	6	7.2	7.8	45.5
	Agree	35	42.2	45.5	90.9
	Strongly Agree	7	8.4	9.1	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

III.22 Parking is sufficient to meet faculty needs.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	13.3	13.4	13.4
	Disagree	19	22.9	23.2	36.6
	Neutral	10	12.0	12.2	48.8
	Agree	36	43.4	43.9	92.7
	Strongly Agree	6	7.2	7.3	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.2	1.2	1.2
	Disagree	14	16.9	17.1	18.3
	Neutral	18	21.7	22.0	40.2
	Agree	39	47.0	47.6	87.8
	Strongly Agree	10	12.0	12.2	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

III.24 Facilities are adequately maintained.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	2.4	2.5	2.5
	Disagree	12	14.5	15.0	17.5
	Neutral	12	14.5	15.0	32.5
	Agree	44	53.0	55.0	87.5
	Strongly Agree	10	12.0	12.5	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.2	1.3	1.3
	Disagree	2	2.4	2.6	3.9
	Neutral	3	3.6	3.9	7.8
	Agree	47	56.6	61.0	68.8
	Strongly Agree	24	28.9	31.2	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	3.6	3.8	3.8
	Disagree	10	12.0	12.8	16.7
	Neutral	8	9.6	10.3	26.9
	Agree	43	51.8	55.1	82.1
	Strongly Agree	14	16.9	17.9	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	1.2	1.3	1.3
	Neutral	2	2.4	2.6	3.9
	Agree	50	60.2	65.8	69.7
	Strongly Agree	23	27.7	30.3	100.0
	Total	76	91.6	100.0	
Missing	System	7	8.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	7.2	7.3	7.3
	Disagree	13	15.7	15.9	23.2
	Neutral	16	19.3	19.5	42.7
	Agree	32	38.6	39.0	81.7
	Strongly Agree	15	18.1	18.3	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	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	4	4.8	4.9	4.9
	Disagree	13	15.7	16.0	21.0
	Neutral	19	22.9	23.5	44.4
	Agree	32	38.6	39.5	84.0
	Strongly Agree	13	15.7	16.0	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	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	5	6.0	6.1	6.1
	Disagree	14	16.9	17.1	23.2
	Neutral	14	16.9	17.1	40.2
	Agree	34	41.0	41.5	81.7
	Strongly Agree	15	18.1	18.3	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	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	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	3	3.6	3.7	4.9
	Disagree	5	6.0	6.2	11.1
	Neutral	13	15.7	16.0	27.2
	Agree	42	50.6	51.9	79.0
	Strongly Agree	17	20.5	21.0	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	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	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	5	6.0	6.4	7.7
	Disagree	12	14.5	15.4	23.1
	Neutral	17	20.5	21.8	44.9
	Agree	36	43.4	46.2	91.0
	Strongly Agree	7	8.4	9.0	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

IV.9 The university has adequate procedures for planning

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.7	2.7
	Strongly Disagree	3	3.6	4.1	6.8
	Disagree	12	14.5	16.2	23.0
	Neutral	19	22.9	25.7	48.6
	Agree	34	41.0	45.9	94.6
	Strongly Agree	4	4.8	5.4	100.0
	Total	74	89.2	100.0	
Missing	System	9	10.8		
Total		83	100.0		

IV.10 The university has adequate procedures for evaluation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	5	6.0	6.3	7.5
	Disagree	16	19.3	20.0	27.5
	Neutral	21	25.3	26.3	53.8
	Agree	34	41.0	42.5	96.3
	Strongly Agree	3	3.6	3.8	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

IV.11 The university adequately defines expected educational results.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	5.1	5.1
	Disagree	15	18.1	19.2	24.4
	Neutral	23	27.7	29.5	53.8
	Agree	32	38.6	41.0	94.9
	Strongly Agree	4	4.8	5.1	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	7.2	7.4	7.4
	Disagree	13	15.7	16.0	23.5
	Neutral	16	19.3	19.8	43.2
	Agree	35	42.2	43.2	86.4
	Strongly Agree	11	13.3	13.6	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	4.9	4.9
	Disagree	10	12.0	12.2	17.1
	Neutral	9	10.8	11.0	28.0
	Agree	52	62.7	63.4	91.5
	Strongly Agree	7	8.4	8.5	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	5.6	5.6
	Disagree	2	2.4	2.8	8.5
	Neutral	14	16.9	19.7	28.2
	Agree	43	51.8	60.6	88.7
	Strongly Agree	8	9.6	11.3	100.0
	Total	71	85.5	100.0	
Missing	System	12	14.5		
Total		83	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	Not applicable	2	2.4	2.8	2.8
	Strongly Disagree	4	4.8	5.6	8.3
	Disagree	5	6.0	6.9	15.3
	Neutral	17	20.5	23.6	38.9
	Agree	36	43.4	50.0	88.9
	Strongly Agree	8	9.6	11.1	100.0
	Total	72	86.7	100.0	
Missing	System	11	13.3		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.6	2.6
	Strongly Disagree	6	7.2	7.7	10.3
	Disagree	17	20.5	21.8	32.1
	Neutral	23	27.7	29.5	61.5
	Agree	29	34.9	37.2	98.7
	Strongly Agree	1	1.2	1.3	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	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	Strongly Disagree	5	6.0	6.4	6.4
	Disagree	15	18.1	19.2	25.6
	Neutral	13	15.7	16.7	42.3
	Agree	43	51.8	55.1	97.4
	Strongly Agree	2	2.4	2.6	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	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	13	15.7	16.9	16.9
	Disagree	23	27.7	29.9	46.8
	Neutral	10	12.0	13.0	59.7
	Agree	27	32.5	35.1	94.8
	Strongly Agree	4	4.8	5.2	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	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	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	1	1.2	1.3	2.6
	Disagree	5	6.0	6.5	9.1
	Neutral	2	2.4	2.6	11.7
	Agree	41	49.4	53.2	64.9
	Strongly Agree	27	32.5	35.1	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

V.5 Instruction is regularly evaluated at this institution.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	8.4	8.9	8.9
	Disagree	10	12.0	12.7	21.5
	Neutral	9	10.8	11.4	32.9
	Agree	46	55.4	58.2	91.1
	Strongly Agree	7	8.4	8.9	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

V.6.a the goals of the course

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	17	20.5	22.4	22.4
	Strongly Agree	59	71.1	77.6	100.0
	Total	76	91.6	100.0	
Missing	System	7	8.4		
Total		83	100.0		

V.6.b the requirements of the course

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	15	18.1	19.2	19.2
	Strongly Agree	63	75.9	80.8	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.2	1.3	1.3
	Neutral	1	1.2	1.3	2.6
	Agree	19	22.9	24.4	26.9
	Strongly Agree	57	68.7	73.1	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	16	19.3	20.8	20.8
	Strongly Agree	61	73.5	79.2	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

V.7.a reasonable teaching loads

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	22.9	23.8	23.8
	Disagree	25	30.1	31.3	55.0
	Neutral	14	16.9	17.5	72.5
	Agree	17	20.5	21.3	93.8
	Strongly Agree	5	6.0	6.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

V.7.b effective advising for students

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	14	16.9	17.7	19.0
	Disagree	21	25.3	26.6	45.6
	Neutral	19	22.9	24.1	69.6
	Agree	21	25.3	26.6	96.2
	Strongly Agree	3	3.6	3.8	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

V.7.c adequate curriculum development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	11	13.3	13.9	15.2
	Disagree	19	22.9	24.1	39.2
	Neutral	14	16.9	17.7	57.0
	Agree	30	36.1	38.0	94.9
	Strongly Agree	4	4.8	5.1	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

V.7.d adequate participation in policy making

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	11	13.3	13.8	15.0
	Disagree	18	21.7	22.5	37.5
	Neutral	19	22.9	23.8	61.3
	Agree	27	32.5	33.8	95.0
	Strongly Agree	4	4.8	5.0	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

V.7.e adequate institutional planning and evaluation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.5	2.5
	Strongly Disagree	12	14.5	15.0	17.5
	Disagree	14	16.9	17.5	35.0
	Neutral	22	26.5	27.5	62.5
	Agree	27	32.5	33.8	96.3
	Strongly Agree	3	3.6	3.8	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

V.7.f adequate participation in institutional governance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	9	10.8	11.3	12.5
	Disagree	17	20.5	21.3	33.8
	Neutral	18	21.7	22.5	56.3
	Agree	30	36.1	37.5	93.8
	Strongly Agree	5	6.0	6.3	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	12.0	12.7	12.7
	Disagree	6	7.2	7.6	20.3
	Neutral	23	27.7	29.1	49.4
	Agree	28	33.7	35.4	84.8
	Strongly Agree	12	14.5	15.2	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

V.9.a evaluate and improve my instruction.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	13.3	14.1	14.1
	Disagree	27	32.5	34.6	48.7
	Neutral	13	15.7	16.7	65.4
	Agree	23	27.7	29.5	94.9
	Strongly Agree	4	4.8	5.1	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

V.9.b effectively advise students.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	10.8	12.5	12.5
	Disagree	14	16.9	19.4	31.9
	Neutral	22	26.5	30.6	62.5
	Agree	23	27.7	31.9	94.4
	Strongly Agree	4	4.8	5.6	100.0
	Total	72	86.7	100.0	
Missing	System	11	13.3		
Total		83	100.0		

V.9.c contribute effectively to curriculum development.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.4	1.4
	Strongly Disagree	7	8.4	9.5	10.8
	Disagree	26	31.3	35.1	45.9
	Neutral	16	19.3	21.6	67.6
	Agree	21	25.3	28.4	95.9
	Strongly Agree	3	3.6	4.1	100.0
	Total	74	89.2	100.0	
Missing	System	9	10.8		
Total		83	100.0		

V.9.d participate adequately in policy making.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	8	9.6	10.7	12.0
	Disagree	20	24.1	26.7	38.7
	Neutral	20	24.1	26.7	65.3
	Agree	21	25.3	28.0	93.3
	Strongly Agree	5	6.0	6.7	100.0
	Total	75	90.4	100.0	
Missing	System	8	9.6		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.4	1.4
	Strongly Disagree	9	10.8	12.3	13.7
	Disagree	18	21.7	24.7	38.4
	Neutral	21	25.3	28.8	67.1
	Agree	18	21.7	24.7	91.8
	Strongly Agree	6	7.2	8.2	100.0
	Total	73	88.0	100.0	
Missing	System	10	12.0		
Total		83	100.0		

V.9.f participate effectively in institutional governance.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.4	1.4
	Strongly Disagree	8	9.6	10.8	12.2
	Disagree	22	26.5	29.7	41.9
	Neutral	20	24.1	27.0	68.9
	Agree	21	25.3	28.4	97.3
	Strongly Agree	2	2.4	2.7	100.0
	Total	74	89.2	100.0	
Missing	System	9	10.8		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	7	8.4	9.2	10.5
	Disagree	27	32.5	35.5	46.1
	Neutral	15	18.1	19.7	65.8
	Agree	22	26.5	28.9	94.7
	Strongly Agree	4	4.8	5.3	100.0
	Total	76	91.6	100.0	
Missing	System	7	8.4		
Total		83	100.0		

V.10.a off-campus professional development programs.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	7	8.4	8.6	9.9
	Disagree	17	20.5	21.0	30.9
	Neutral	19	22.9	23.5	54.3
	Agree	33	39.8	40.7	95.1
	Strongly Agree	4	4.8	4.9	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	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	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	3	3.6	3.7	4.9
	Disagree	10	12.0	12.3	17.3
	Neutral	17	20.5	21.0	38.3
	Agree	41	49.4	50.6	88.9
	Strongly Agree	9	10.8	11.1	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	5.0	5.0
	Disagree	4	4.8	5.0	10.0
	Neutral	6	7.2	7.5	17.5
	Agree	36	43.4	45.0	62.5
	Strongly Agree	30	36.1	37.5	100.0
	Total	80	96.4	100.0	
Missing	System	3	3.6		
Total		83	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	Not applicable	1	1.2	1.3	1.3
	Strongly Disagree	1	1.2	1.3	2.6
	Disagree	6	7.2	7.8	10.4
	Neutral	5	6.0	6.5	16.9
	Agree	31	37.3	40.3	57.1
	Strongly Agree	33	39.8	42.9	100.0
	Total	77	92.8	100.0	
Missing	System	6	7.2		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not applicable	2	2.4	2.8	2.8
	Strongly Disagree	1	1.2	1.4	4.2
	Disagree	6	7.2	8.3	12.5
	Neutral	9	10.8	12.5	25.0
	Agree	35	42.2	48.6	73.6
	Strongly Agree	19	22.9	26.4	100.0
	Total	72	86.7	100.0	
Missing	System	11	13.3		
Total		83	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	1.2	1.2	1.2
	Disagree	3	3.6	3.7	4.9
	Neutral	9	10.8	11.0	15.9
	Agree	28	33.7	34.1	50.0
	Strongly Agree	41	49.4	50.0	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	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	Not applicable	1	1.2	1.2	1.2
	Strongly Disagree	7	8.4	8.6	9.9
	Disagree	7	8.4	8.6	18.5
	Neutral	16	19.3	19.8	38.3
	Agree	32	38.6	39.5	77.8
	Strongly Agree	18	21.7	22.2	100.0
	Total	81	97.6	100.0	
Missing	System	2	2.4		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	8.4	9.0	9.0
	Disagree	3	3.6	3.8	12.8
	Neutral	7	8.4	9.0	21.8
	Agree	37	44.6	47.4	69.2
	Strongly Agree	24	28.9	30.8	100.0
	Total	78	94.0	100.0	
Missing	System	5	6.0		
Total		83	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	4.8	5.1	5.1
	Disagree	4	4.8	5.1	10.1
	Neutral	7	8.4	8.9	19.0
	Agree	25	30.1	31.6	50.6
	Strongly Agree	39	47.0	49.4	100.0
	Total	79	95.2	100.0	
Missing	System	4	4.8		
Total		83	100.0		

DESCRIPTIVES

VARIABLES=ii1 ii2 ii3 ii4 ii5 ii6 ii7 ii8 ii9 ii10 ii11 ii12 ii13 ii14 ii15

ii16 ii17 ii18 ii19 ii20 ii21 iii1 iii2 iii3a iii3b iii3c iii3d iii3e iii4
 iii5 iii6 iii7 iii8 iii9 iii10 iii11 iii12 iii13 iii14 iii15 iii16 iii17
 iii18 iii19 iii20 iii21 iii22 iii23 iii24 iv1 iv2 iv3 iv4 iv5 iv6 iv7 iv8
 iv9 iv10 iv11 iv12 iv13 iv14 iv15 v1 v2 v3 v4 v5 v6a v6b v6c v6d v7a v7b v7c
 v7d v7e v7f v8 v9a v9b v9c v9d v9e v9f v9g v10a v10b v11 v12 v13 vi1 vi2 vi3
 vi4
 /STATISTICS=MEAN .

Descriptives

Descriptive Statistics

	N	Mean
II.1 My job makes good use of my skills and abilities	82	4.29
II.2 Career advancement is possible here if openings occur	73	3.45
II.3 Job promotions in GC&SU are fair and objective	76	3.38
II.4 There is good cooperation among the members of my work group	82	4.13
II.5 I am treated fairly	82	3.87
II.6 I am treated with respect	83	3.99
II.7 My salary and benefits are satisfactory for my responsibilities	82	2.68
II.8 My salary is competitive with comparable jobs at other institutions	82	2.56
II.9 Compared to similar institutions I am satisfied with my benefits package	80	3.60
II.10 My immediate supervisor is helpful	82	4.22
II.11 I feel I have job security	81	3.83
II.12 My supervisor keeps me informed of information that impacts me	82	3.88
II.13 My ideas/concerns are given appropriate attention	80	3.70
II.14 I have adequate input into planning and budgeting	81	3.16
II.15 I am encouraged to make some practical use of available computer resources	80	4.21
II.16 Faculty have access to computer skill development	80	4.25
II.17 I have taken advantage of faculty development opportunities offered	79	4.19
II.18 I know and understand the criteria against which my performance is evaluated	80	3.91
II.19 My annual evaluation contains appropriate suggestions for improvement	74	3.58
II.20 My contract describes the terms and conditions of employment along with my salary for such employment.	81	3.57
II.21 I would proudly recommend GC&SU as a good place to work to friends or relatives.	82	3.67
III.1 The physical environment of my campus contributes to an atmosphere for effective learning	82	3.74
III.2 The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution	81	3.00
III.3.a Copiers	82	3.54
III3B	82	3.72
III.3.c Appropriate furniture	82	3.41
III.3.d Fax machine	80	3.66
III.3.e Office supplies	81	3.64
III.4 My office space meets my needs	82	3.44
III.5 Assistance is available in using library resources/services	81	4.11
III.6 Copiers are provided where most needed	82	3.50
III.7 Copiers are serviced as needed	80	3.68
III.8 Faculty have access to appropriate software	80	3.46
III.9 The university telephone system is satisfactory	81	3.38
III.10 I have adequate secretarial or clerical help	81	3.44

Descriptive Statistics

	N	Mean
III.11 Lines of communication are effective	82	3.30
III.12 I understand the procedure to have maintenance provided	78	3.45
III.13 Library hours are sufficient for students' needs	75	3.44
III.14 I find the library's web pages useful.	75	3.83
III.15 Library resources/collections adequately support courses I teach.	80	2.55
III.16 I have input into the library materials selection process.	79	3.59
III.17 The library catalog enables me to identify and locate useful materials.	74	3.62
III.18 Library instruction classes are beneficial for my students.	63	3.38
III.19 Students have access to computer resources, which are needed, for class assignments.	77	3.52
III.20 Instructional materials are adequate to perform my duties.	76	3.57
III.21 There is adequate classroom space for my current programs.	77	3.16
III.22 Parking is sufficient to meet faculty needs.	82	3.09
III.23 The physical environment contributes to an atmosphere for effective work.	82	3.52
III.24 Facilities are adequately maintained.	80	3.60
IV.1 New faculty/staff are made to feel welcome at the university	77	4.18
IV.2 New faculty are adequately oriented to the university.	78	3.71
IV.3 Students are made to feel welcome at the university	76	4.25
IV.4 The university embodies a sense of a shared community	82	3.45
IV.5 The values espoused by the university are highly visible within the university community	81	3.46
IV.6 I feel the university is living up to expectations espoused in the university mission	82	3.49
IV.7 The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs	81	3.77
IV.8 Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	78	3.32
IV.9 The university has adequate procedures for planning	74	3.24
IV.10 The university has adequate procedures for evaluation	80	3.14
IV.11 The university adequately defines expected educational results.	78	3.22
IV.12 The institution encourages participation in decision making, policymaking, etc.	81	3.40
IV.13 The current security measures are adequate for my area.	82	3.59
IV.14 The university provides adequate support services for students.	71	3.69
IV.15 Support services are adequately comprehensive to address and respond to the diverse needs of students.	72	3.46
V.1 There is effective college-wide coordination of programmatic and curricular changes.	78	2.95
V.2 The resources for the courses that I teach are appropriate to the goals of the course.	78	3.28
V.3 My instruction is evaluated regularly by means other than the use of student course evaluation.	77	2.82
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.	77	4.10
V.5 Instruction is regularly evaluated at this institution.	79	3.46
V.6.a the goals of the course	76	4.78
V.6.b the requirements of the course	78	4.81
V.6.c the nature of the course content.	78	4.68
V.6.d the methods of evaluation to be employed.	77	4.79
V.7.a reasonable teaching loads	80	2.55
V.7.b effective advising for students	79	2.68
V.7.c adequate curriculum development	79	2.92

Descriptive Statistics

	N	Mean
V.7.d adequate participation in policy making	80	2.90
V.7.e adequate institutional planning and evaluation	80	2.86
V.7.f adequate participation in institutional governance	80	3.03
V.8 The institution encourages participation in decision making, policymaking, etc.	79	3.33
V.9.a evaluate and improve my instruction.	78	2.77
V.9.b effectively advise students.	72	2.99
V.9.c contribute effectively to curriculum development.	74	2.78
V.9.d participate adequately in policy making.	75	2.89
V.9.e participate effectively in institutional planning and evaluation.	73	2.88
V.9.f participate effectively in institutional governance.	74	2.78
V.9.g participate effectively in professional and community organizations.	76	2.82
V.10.a off-campus professional development programs.	81	3.09
V.10.b on-campus professional development programs which contribute to faculties' ability to function as an effective faculty member.	81	3.49
V.11 In my teaching, I feel that I have sufficient academic freedom.	80	4.05
V.12 Each semester I receive the results of the Student Course Evaluations in my classes.	77	4.12
V.13 I have taken advantage of professional development, offered during scheduled professional development days.	72	3.82
VI.1 The President is doing a good job of leading the organization.	82	4.28
VI.2 The VP/Dean of Faculties is doing a good job of leading the organization.	81	3.54
VI.3 My academic dean is trying to improve the organization.	78	3.87
VI.4 My department chair keeps people well informed."	79	4.15
Valid N (listwise)	26	