

AAUP FACULTY SURVEY 2014

SUMMARY

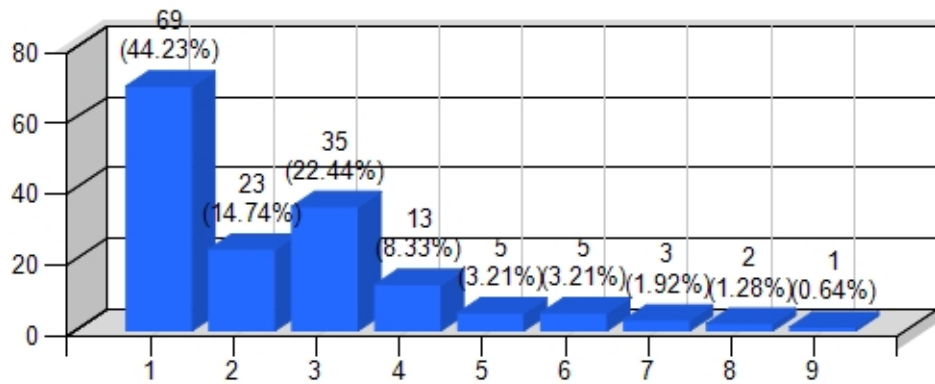
The survey was conducted between January 19 and February 1, 2014 by the TSU chapter of the American Association of University Professors. 159 faculty members responded, representing nearly 50% of the faculty. This response rate is larger than the survey received in 2006 and 2004.

The previous surveys of 2002, 2004, and 2006 were conducted during times of curricular or administrative transition, and posed questions that addressed those issues. The present survey was conducted during a time of diminishing state appropriations, and thus questions addressed faculty opinion regarding compensation, resources, relationship with administration and the Board of Governors, and personal commitment to the institution in the wake of diminishing resources.

In general, the survey yielded mostly negative responses regarding faculty compensation and resources and mostly positive responses regarding the relationship between faculty and administration and personal commitment. In addition, there is a low level of confidence that retiring professors will be replaced adequately. Regarding the relationship between faculty and the Board of Governors, a large percentage of respondents had no opinion, but among those who do have an opinion, it tends to be negative.

Questions 1,4, 13, and 14 were also asked on the 2006 survey. A comparison of results has been provided.

**1. Salaries and benefits at Truman State are commensurate with comparable institutions and reflect the teaching, service, and scholarship loads undertaken by faculty.
(156 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

2006

88.6% disagree to some extent

5.7% were neutral

5.7% agreed to some extent

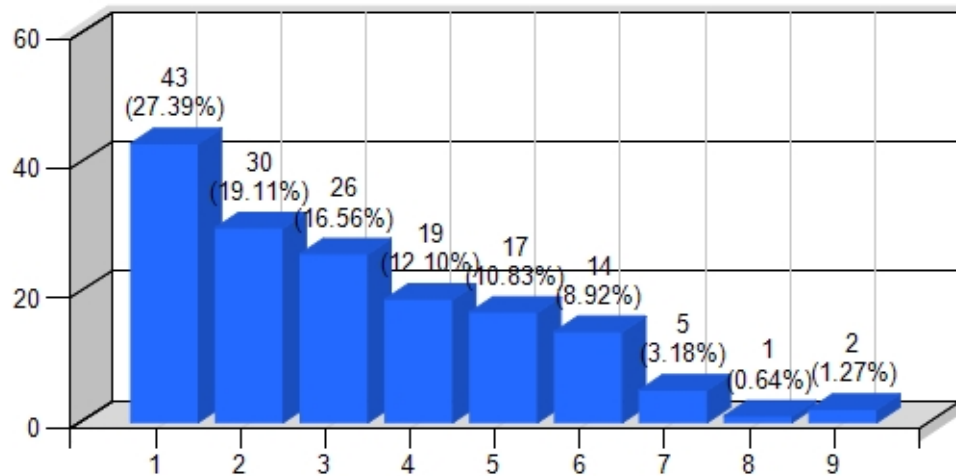
2014

89.74% disagreed to some extent

3.21% are neutral

7.05% agreed to some extent

2. Truman State is competitive in its ability to attract and hire quality faculty. (157 Responses)



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

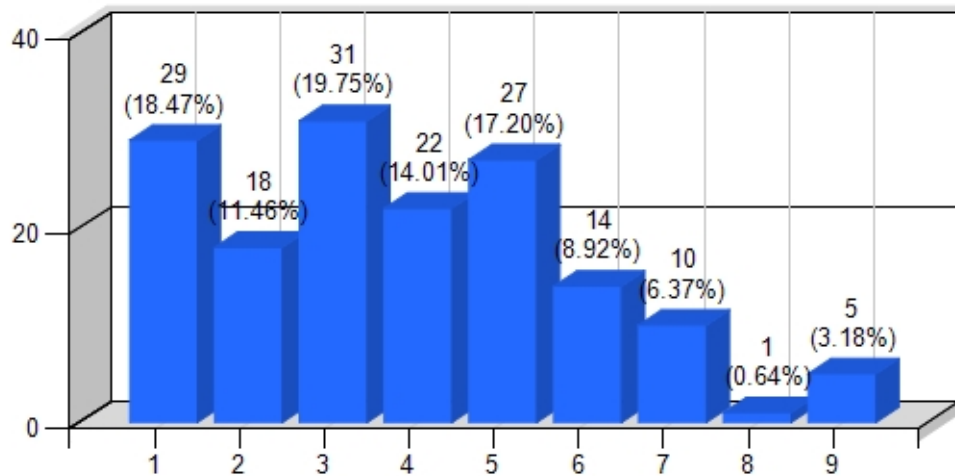
2014

75.16% disagreed to some extent

10.83% are neutral

14.01% agreed to some extent

3. Truman State is competitive in its ability to retain faculty. (157 Responses)



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

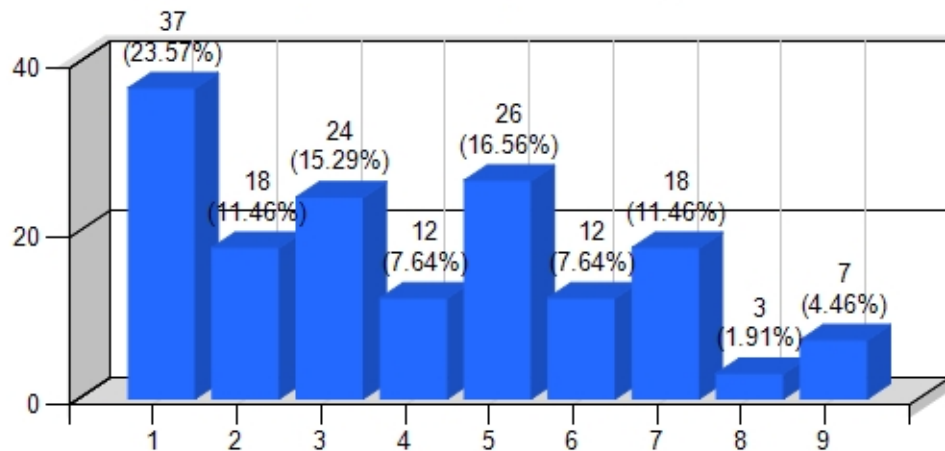
2014

63.69% disagreed to some extent

17.20% are neutral

19.11% agreed to some extent

**4. Adequate time, support, and resources are available for my scholarship needs and requirements.
(157 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

2006

61.8% disagreed to some extent

4.9% were neutral

33.3% agreed to some extent

2014

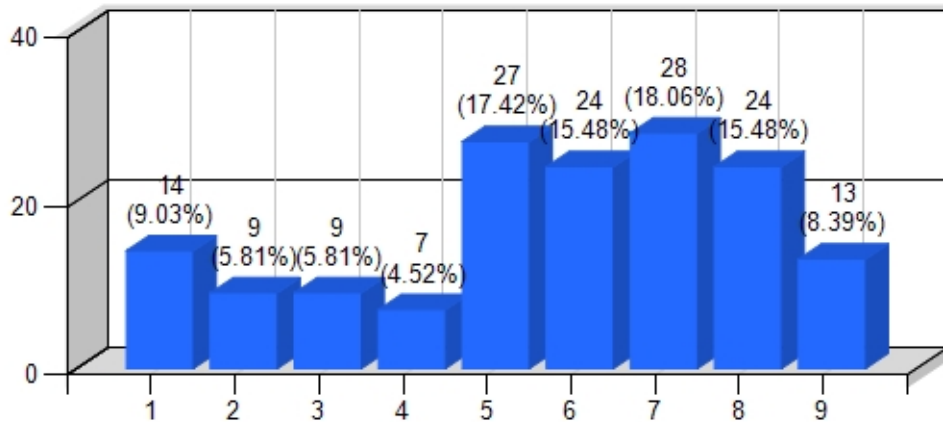
57.96% disagreed to some extent

16.56% are neutral

25.47% agreed to some extent

5. Truman State's administration is accessible to faculty and open to their concerns.

(155 Responses)



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

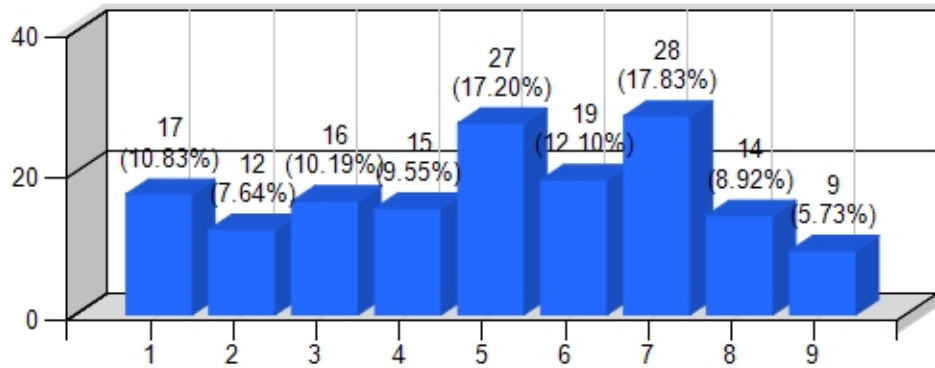
2014

27.17% disagreed to some extent

17.42% are neutral

57.41% agreed to some extent

**6. Truman State's administration shares our concerns regarding faculty resources (i.e. salaries, funding opportunities, and credit for research or service).
(157 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

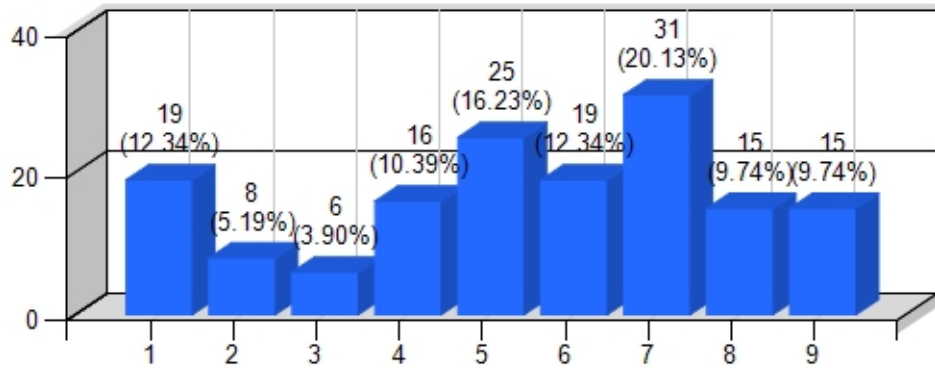
2014

38.21% disagreed to some extent

17.20% are neutral

44.58% agreed to some extent

**7. Truman State's administration operates in a trustworthy and meaningful manner that promotes transparency in its policies and procedures.
(154 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

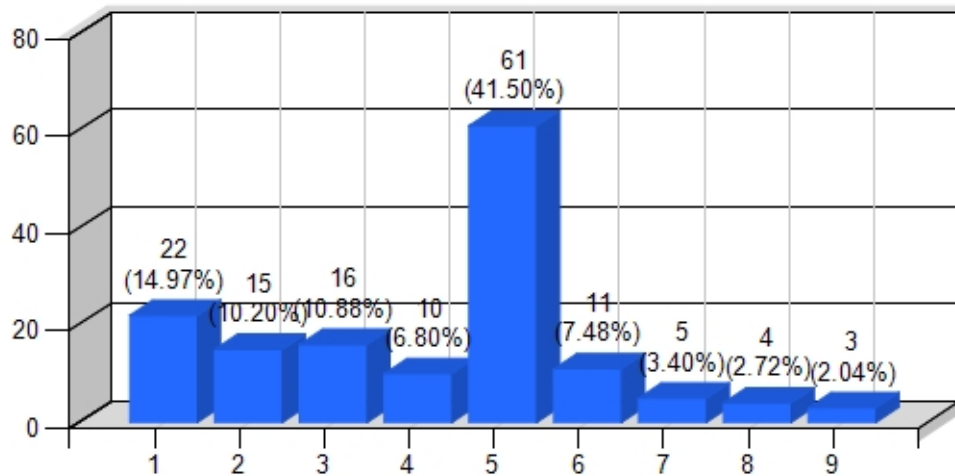
2014

31.82% disagreed to some extent

16.23% are neutral

51.95% agreed to some extent

**8. The TSU Board of Governors is accessible to faculty and open to their concerns.
(147 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

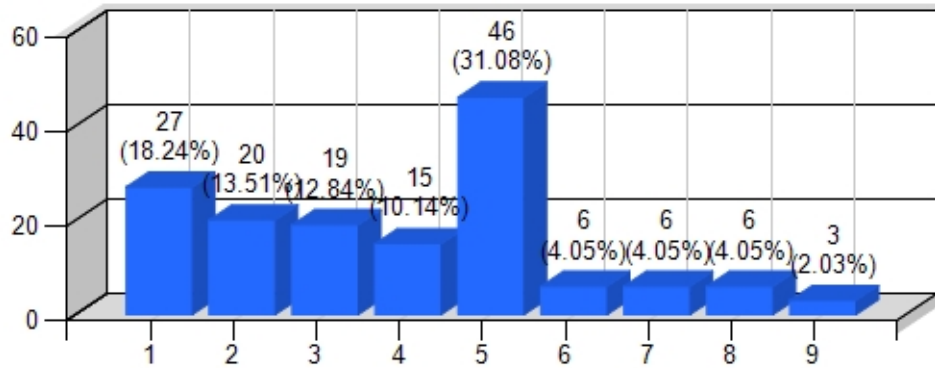
2014

42.85% disagreed to some extent

41.50% are neutral

15.64% agreed to some extent

**9. The TSU Board of Governors shares our concerns regarding faculty resources (i.e. salaries, funding opportunities, and credit for research or service).
(148 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

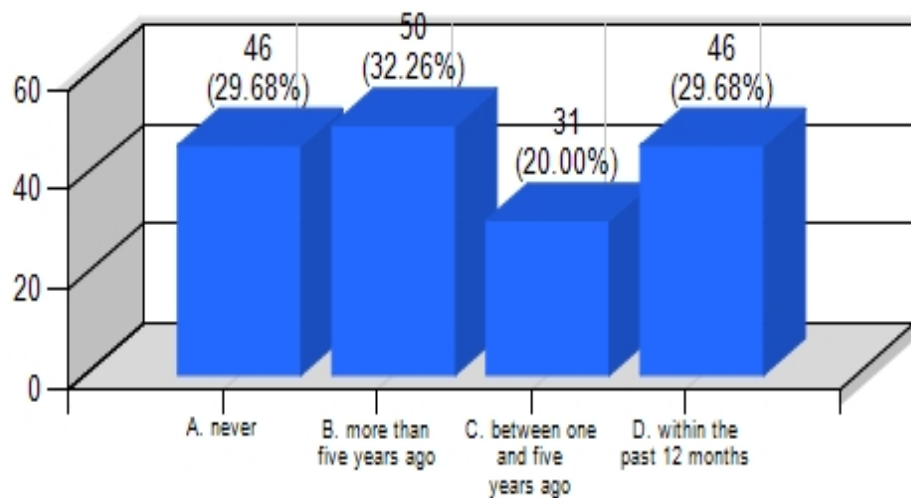
2014

54.73% disagreed to some extent

31.08% are neutral

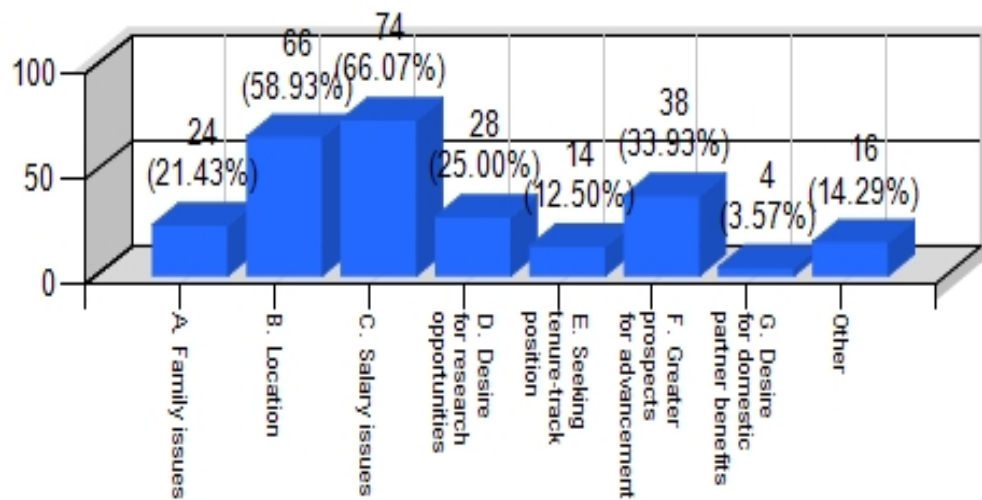
14.18% agreed to some extent

**10. Have you actively searched for jobs at other universities (or non-academic employers) since beginning employment at Truman? Check all that apply.
(155 Responses)**



Although respondents could have checked more than one category, the results here suggest that 1/3 of the faculty have searched for jobs at other universities within the past 12 months.

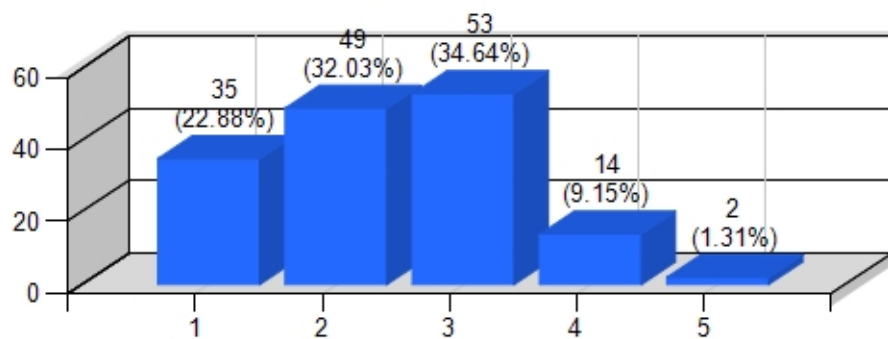
11. If you have ever actively searched for jobs elsewhere while employed at Truman, what were your major reasons for searching? Check all that apply. (112 Responses)



Of those who have searched for other jobs, 66.07% cited salary issues, 58.93% cited location, and 33.93% cited greater prospects for advancement as reasons.

12. As the “bubble of faculty” who were hired during the mission change transition towards retirement, I have confidence in our administration’s plan to attract replacement faculty.

(153 Responses)



1=NO CONFIDENCE

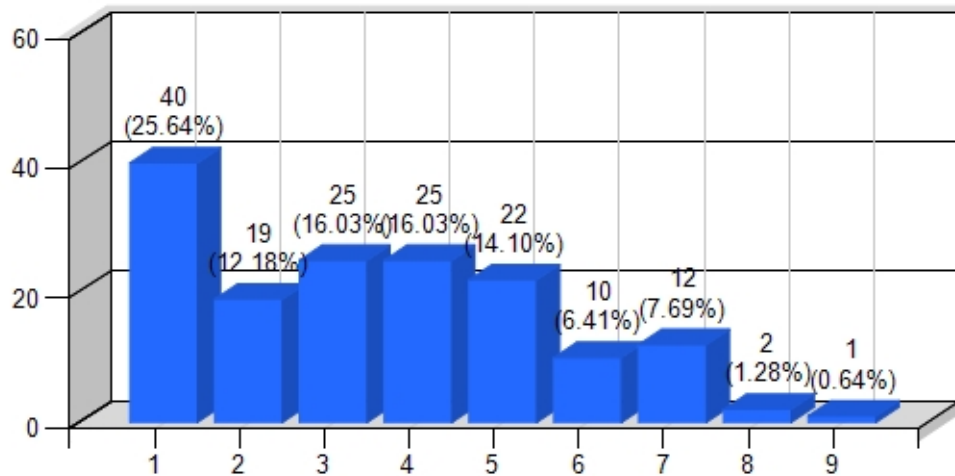
3=NEUTRAL

5=STRONG CONFIDENCE

54.91% lack confidence to some extent

10.46% have confidence to some extent

13. Morale among faculty at Truman is currently very high. (156 Responses)



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

2006

74.0% disagreed to some extent

10.6% were neutral

15.4% agreed to some extent

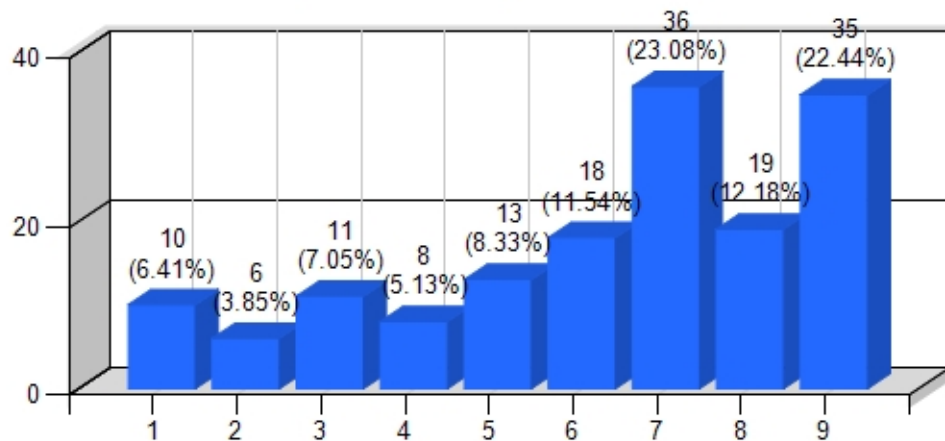
2014

69.88% disagreed to some extent

14.10% are neutral

16.02% agreed to some extent

**14. My personal commitment to Truman and
to the programs undertaken here is as strong
as it ever was.
(156 Responses)**



SUMMARY:

1=STRONGLY DISAGREE

5=NEUTRAL

9=STRONGLY AGREE

2006

37.4% disagreed to some extent

4.1% were neutral

58.5% agreed to some extent

2014

22.44% disagreed to some extent

8.33% are neutral

69.24% agreed to some extent