

Results from the annual faculty opinion survey - Spring 2011, Spring 2012 and Spring 2013

2011: 197 faculty responded to the survey accounting for the 89% response rate.

2012: 173 faculty responded to the survey accounting for the 79% response rate.

2013: 180 faculty responded to the survey accounting for the 83% response rate

Demographic Information

My faculty status is

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
tenured	104	53%	87	51%	112	63%
tenure-track	56	29%	59	34%	47	27%
continuing non-tenure-track	14	7%	10	6%	10	6%
visiting	21	11%	15	9%	8	4%
total respondents	195		171		177	

My faculty rank is

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Professor	56	29%	42	25%	56	32%
Associate Professor	55	28%	45	27%	57	32%
Assistant Professor	67	34%	66	39%	52	29%
Instructor	18	9%	16	9%	12	7%
total respondents	196		169		177	

My academic division is

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Education	28	14%	26	15%	25	14%
Fine Arts	30	15%	29	17%	27	15%
Humanities	56	29%	53	32%	54	31%
Natural Sciences	48	25%	35	21%	45	25%
Social Sciences	34	17%	25	15%	26	15%
total respondents	196		168		177	

I identify as

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Female	92	48%	85	53%	91	53%
Male	99	51%	73	45%	79	46%
Transgender	2	1%	4	2%	2	1%
total respondents	193		162		172	

I have been an employee of Gustavus for

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
1-5 years	71	36%	69	43%	48	27%
6-10 years	34	17%	28	17%	41	24%
11-15 years	23	12%	20	12%	20	11%
16-20 years	15	8%	10	6%	16	9%
more than 20 years	52	27%	36	22%	50	29%
total respondents	195		163		175	

Faculty Senate

I believe the Faculty Senate has done a good job this year.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	52	27%	50	28%	60	34%
Agree	88	46%	78	46%	78	44%
Neutral	25	13%	18	11%	17	10%
Disagree	8	4%	6	4%	5	3%
Strongly Disagree	2	1%	7	4%	11	6%
No Opinion	19	10%	12	7%	7	4%
total respondents	194		171		178	

The Faculty Senate has communicated effectively.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	45	23%	59	35%	79	44%
Agree	95	49%	71	42%	68	38%
Neutral	27	14%	18	11%	10	6%
Disagree	8	4%	8	5%	10	6%
Strongly Disagree	3	2%	5	3%	4	2%
No Opinion	16	8%	9	5%	7	4%
total respondents	194		170		178	

The Faculty Senate has been responsive to my concerns.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	32	17%	41	24%	57	32%
Agree	59	30%	45	26%	58	33%
Neutral	33	17%	23	14%	22	13%
Disagree	10	5%	6	4%	4	2%
Strongly Disagree	4	2%	4	2%	8	5%
No Opinion or N/A	56	29%	51	30%	27	15%
total respondents	194		170		176	

Department Chair

I believe my department chair has done a good job this year.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	98	51%	96	56%	103	58%
Agree	53	28%	46	27%	49	27%
Neutral	15	8%	9	5%	10	6%
Disagree	9	5%	7	4%	4	2%
Strongly Disagree	7	3%	6	4%	4	2%
No Opinion	10	5%	7	4%	9	5%
total respondents	192		171		179	

My department chair has communicated effectively.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	89	46%	92	55%	105	59%
Agree	59	31%	46	27%	43	24%
Neutral	12	6%	11	7%	14	8%
Disagree	12	6%	8	5%	3	2%
Strongly Disagree	10	5%	4	2%	4	2%
No Opinion	10	5%	7	4%	9	5%
total respondents	192		168		178	

My department chair has been responsive to my concerns.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	108	56%	101	60%	112	62%
Agree	41	21%	36	21%	41	23%
Neutral	16	8%	15	9%	8	5%
Disagree	5	3%	5	3%	4	2%
Strongly Disagree	9	5%	3	2%	4	2%
No Opinion or N/A	14	7%	8	5%	11	6%
total respondents	193		168		180	

Academic Deans

I believe the academic deans have done a good job this year.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	57	29%	35	21%	55	31%
Agree	96	50%	76	44%	85	48%
Neutral	20	10%	40	23%	24	13%
Disagree	6	3%	7	4%	3	2%
Strongly Disagree	3	2%	4	2%	5	3%
No Opinion	11	6%	10	6%	6	3%
total respondents	193		172		178	

The academic deans have communicated effectively.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	48	25%	35	21%	55	31%
Agree	94	48%	67	39%	83	47%
Neutral	32	16%	39	23%	25	14%
Disagree	6	3%	16	9%	1	1%
Strongly Disagree	3	2%	4	2%	6	3%
No Opinion	11	6%	10	6%	7	4%
total respondents	194		171		177	

The academic deans have been responsive to my concerns.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	55	28%	39	23%	62	35%
Agree	74	38%	56	33%	68	38%
Neutral	27	14%	40	23%	23	13%
Disagree	7	4%	8	5%	4	2%
Strongly Disagree	3	1%	6	3%	7	4%
No Opinion or N/A	29	15%	23	13%	15	8%
total respondents	195		172		179	

Provost

I believe the Provost has done a good job this year.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	28	15%	28	16%	15	8%
Agree	63	33%	50	29%	44	24%
Neutral	44	23%	42	24%	50	28%
Disagree	27	14%	27	16%	32	18%
Strongly Disagree	18	9%	16	9%	31	17%
No Opinion	12	6%	10	6%	8	5%
total respondents	192		173		180	

The Provost has communicated effectively.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	23	12%	29	17%	15	8%
Agree	50	26%	50	30%	47	26%
Neutral	55	28%	39	23%	47	26%
Disagree	34	18%	26	15%	32	18%
Strongly Disagree	22	11%	19	11%	30	17%
No Opinion	10	5%	7	4%	9	5%
total respondents	194		170		180	

The Provost has been responsive to my concerns.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	23	12%	30	18%	19	11%
Agree	34	18%	36	21%	35	20%
Neutral	53	27%	37	22%	49	27%
Disagree	25	13%	23	13%	29	16%
Strongly Disagree	17	9%	19	11%	28	16%
No Opinion or N/A	40	21%	25	15%	18	10%
total respondents	192		170		178	

President

I believe the President has done a good job this year.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	12	6%	18	10%	6	4%
Agree	28	15%	33	19%	9	5%
Neutral	62	32%	38	22%	34	19%
Disagree	30	16%	34	20%	36	20%
Strongly Disagree	45	23%	31	18%	85	47%
No Opinion	15	8%	19	11%	9	5%
total respondents	192		173		179	

The President has communicated effectively.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	12	6%	13	8%	5	3%
Agree	18	9%	18	11%	9	5%
Neutral	45	23%	32	19%	34	19%
Disagree	44	23%	43	25%	36	20%
Strongly Disagree	67	34%	53	31%	85	48%
No Opinion	9	5%	12	7%	9	5%
total respondents	195		171		178	

The President has been responsive to my concerns.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	10	5%	11	6%	8	4%
Agree	17	9%	15	9%	9	5%
Neutral	40	20%	37	22%	27	15%
Disagree	30	15%	24	14%	30	17%
Strongly Disagree	48	25%	38	22%	80	45%
No Opinion or N/A	50	26%	47	27%	25	14%
total respondents	195		172		179	

Salary and Benefits

I am satisfied with my Gustavus salary.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	3	2%	6	3%	2	1%
Agree	35	18%	27	16%	15	8%
Neutral	28	14%	24	14%	30	17%
Disagree	78	39%	59	34%	68	38%
Strongly Disagree	51	26%	57	33%	63	35%
No Opinion	2	1%	0	0%	2	1%
total respondents	197		173		180	

I am satisfied with my Gustavus retirement benefits.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	22	11%	16	9%	5	3%
Agree	77	39%	70	41%	26	14%
Neutral	44	22%	40	23%	46	26%
Disagree	27	14%	23	14%	62	35%
Strongly Disagree	19	10%	14	8%	35	20%
No Opinion	7	4%	9	5%	4	2%
total respondents	196		172		178	

I am satisfied with my Gustavus health insurance coverage.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	12	6%	10	6%	6	4%
Agree	57	29%	50	29%	49	28%
Neutral	33	17%	36	21%	40	22%
Disagree	47	24%	38	22%	41	23%
Strongly Disagree	32	17%	25	15%	29	16%
No Opinion	13	7%	12	7%	13	7%
total respondents	194		171		178	

I am satisfied with my Gustavus health insurance premiums.

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	3	2%	6	4%	3	2%
Agree	41	21%	35	21%	32	18%
Neutral	38	19%	33	19%	50	28%
Disagree	65	33%	55	32%	46	26%
Strongly Disagree	38	19%	28	16%	34	19%
No Opinion	11	6%	14	8%	12	7%
total respondents	196		171		177	

My current health insurance coverage is

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Employee	103	52%	86	51%	77	43%
Employee + Spouse/Partner	15	8%	12	7%	23	13%
Either of first two choices with child(ren)	27	14%	23	13%	30	17%
Family	26	13%	25	15%	24	14%
Not through Gustavus	25	13%	24	14%	23	13%
total respondents	196		170		177	

Morale

I would characterize my current morale as an employee as

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Excellent	17	8%	22	13%	7	4%
Positive	75	38%	62	36%	49	27%
Neutral	41	21%	39	22%	41	23%
Negative	39	20%	34	20%	56	31%
Poor	25	13%	16	9%	26	15%
total respondents	197		173		179	

My current morale level compared to last year is

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Much Better	10	5%	11	6%	8	5%
Better	33	17%	29	17%	11	6%
Unchanged	81	41%	76	45%	69	38%
Worse	51	26%	34	20%	70	39%
Much worse	8	4%	11	6%	13	7%
No Opinion or N/A	14	7%	11	6%	8	5%
total respondents	197		172		179	

My current morale level compared to three years ago is

	2011		2012		2013	
<u>Response</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Much Better	12	6%	12	7%	5	3%
Better	25	13%	28	16%	14	8%
Unchanged	34	17%	36	21%	30	17%
Worse	51	26%	41	24%	52	29%
Much worse	46	24%	26	15%	58	32%
No Opinion or N/A	28	14%	29	17%	19	11%
total respondents	196		172		178	

My morale level affects my job performance.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	26	13%	44	26%	32	18%
Agree	84	43%	65	38%	76	43%
Neutral	41	21%	27	16%	30	17%
Disagree	27	14%	22	13%	28	16%
Strongly Disagree	12	6%	9	5%	7	4%
No Opinion	6	3%	4	2%	4	2%
total respondents	196		171		177	

If my personal situation allowed and I was offered a comparable job elsewhere I would be likely to accept that new position.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	36	18%	39	23%	51	29%
Agree	50	26%	44	26%	49	28%
Neutral	39	20%	36	21%	31	17%
Disagree	36	18%	28	17%	23	13%
Strongly Disagree	18	9%	18	11%	14	8%
No Opinion	17	9%	4	2%	9	5%
total respondents	196		169		177	

Workload

The average number of hours I spend on Gustavus work per week is

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Greater than 60	42	22%	48	28%	46	26%
51-60	72	37%	71	41%	69	39%
41-50	63	33%	49	28%	53	30%
31-40	16	8%	5	3%	9	5%
total respondents	193		173		177	

I believe that my average weekly workload is appropriate.

<u>Response</u>	2011		2012		2013	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Strongly Agree	7	4%	9	5%	4	2%
Agree	66	34%	54	31%	63	36%
Neutral	40	20%	39	22%	38	21%
Disagree	63	32%	53	31%	53	30%
Strongly Disagree	16	8%	15	9%	17	10%
No Opinion	3	2%	3	2%	2	1%
total respondents	195		173		177	