

Report of the Faculty Senate's 2013

Faculty Job Satisfaction Survey: Quantitative Analysis

Prepared by Michael Smilowitz, Ph.D.

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Key Points of the 2013 Faculty Satisfaction Survey

- The mean response to the “overall” satisfaction item, scaled from 1 (least satisfied) to 5 (most satisfied) is 3.27. The mean response to the “overall” satisfaction item, scaled from 1 (lowest) to 100 (highest) is 66 and 60.8% report scores at or below 75. In the 2003 survey, the last time a similar survey format was employed, the mean scores were 3.55 and 69.63 and less than 50% reported scores at or below 75.
- 2.92 is the mean response for the question that asks respondents to estimate the overall satisfaction of the majority of JMU faculty. (This question was not part of the 2003 survey.)
- Overall satisfaction is lowest in the Colleges of Arts and Letters (3.02) and Business (2.99). Overall satisfaction is highest in Science and Mathematics (3.58) and Health and Behavioral Studies (3.55).
- Satisfaction with library services and staff is the only item with mean scores above the point of some satisfaction (4.25). The next closest item is satisfaction with departmental/unit colleagues (3.97).
- Faculty are most dissatisfied with the raises they received during the last five years and with their salaries. The mean scores on satisfaction with salaries are lowest for Faculty in Arts and Letters and in Business. But nearly 72% of all faculty are dissatisfied with their salaries.
- Faculty are dissatisfied with the merit system.
- New to this administration of the survey are four questions regarding progress made in the areas of providing resources for research/scholarly activities, increasing the provision of instructional resources, increasing the degree of faculty control over the curriculum, and demonstrating serious regard for faculty input. The mean scores for all four items are in the dissatisfaction range below 3.0.
- Only 29.79% of faculty indicate they are NOT likely to consider seeking another position. The frequency of professional justifications for remaining at James Madison versus non-professional justifications are nearly equal. The non-professional justifications of personal/family constraints, nearness to retirement, and not being able to find another position comprise 48.5% of the responses.
- Faculty women are more dissatisfied with their unit leaders, and support for scholarly activities. Faculty men are more dissatisfied with faculty raises, the Provost and President, representation provided by the Faculty Senate, the structure of the General Education program, and the services provided by the Center for Faculty Innovation.

- Professors and associate professors report less overall satisfaction. Assistant professors are the most satisfied with their colleagues, with their deans, and with the President. Assistant professors are the most dissatisfied with their teaching loads. Associate professors are the most dissatisfied with support for scholarly activities. Instructors/Lecturers are the most satisfied with the Library and with General Education's impact on student learning. As rank increases, so does dissatisfaction with: General Education's impact on students, curriculum development, online instruction, support for academic freedom, programs provided by the Center of Instructional Development, opportunities for professional development and representation by the Faculty Senate.
- Ms Tina Grace of Instructional Research provided considerable and remarkably patient assistance in the management of the *Qualtrics* survey system.

Data Collection

On February 18, 2013 an email was sent to 940 full time instructional faculty requesting their participation in the Faculty Morale Survey. 701 faculty completed the online survey questionnaire during a three week time period.

Questionnaire

The questionnaire is a revised version of the 2003 administration of what was previously named the *faculty morale survey*. Items were added to provide additional measures of job satisfaction, including four questions measuring progress on issues identified in the 2003 survey. Also new to the survey are one question asking the likelihood of seeking another position, and one question asking to identify the most important reason for remaining at JMU. *Qualtrics* was used to prepare an online survey and to collect its' data. Chronbach's $\alpha = .927$ for the 39 five point scaled job satisfaction items. Three open-ended questions concluded the survey. The analysis of the open ended questions will be distributed under separate cover.

Respondent's Characteristics

Respondents were asked to provide the following demographic information: Academic rank, years at JMU, sex, type of appointment (RTA or tenure track/tenured), and college. The demographic information is presented in Table 56, in the appendices.

Data Analysis

The statistical analysis was done with *SPSS*, version 20, and consisted of t-tests and one-way analysis of variance. The bar charts were produced with *SPSS*. The following reports only those tests that met or exceeded the 95%, two-tailed, confidence interval.

The appendixes contain summary tables and multiple table comparisons for those items whose one-way Anova results indicate a significant F value among the between group variances.

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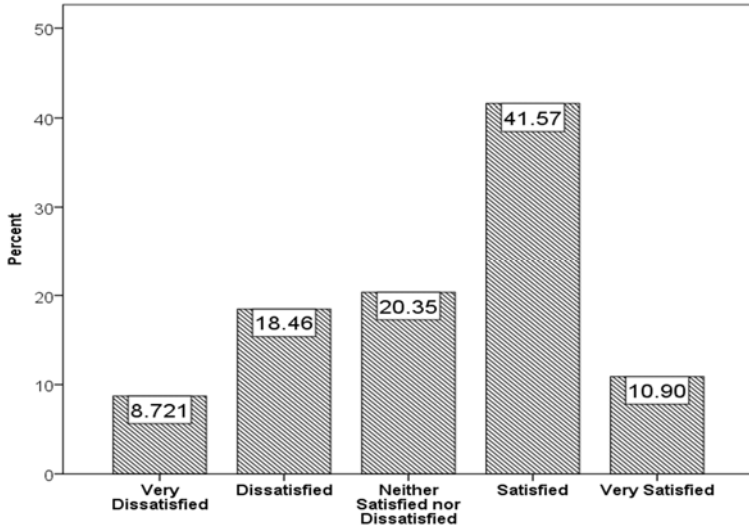
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Overall, how satisfied are you with your position as a JMU faculty member?



For all respondents the mean is 3.27.

The means of tenure track and tenured faculty ($\bar{x} = 3.33$) and faculty with RTA appointments ($\bar{x} = 2.90$) differ significantly ($p < .05$).

The means of faculty women ($\bar{x} = 3.38$) and faculty men ($\bar{x} = 3.19$) differ significantly ($p < .05$).

Statistically significant differences ($F = 4.461, p < .05$) are present in comparisons by academic rank. Associate professors and professors are the most dissatisfied.

Table 1. Mean scores for overall satisfaction with position by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.44	1.176
Asst.Prof.	202	3.45	1.027
Assoc.Prof.	190	3.14	1.137
Professor	204	3.19	1.230
Total	680	3.28	1.146

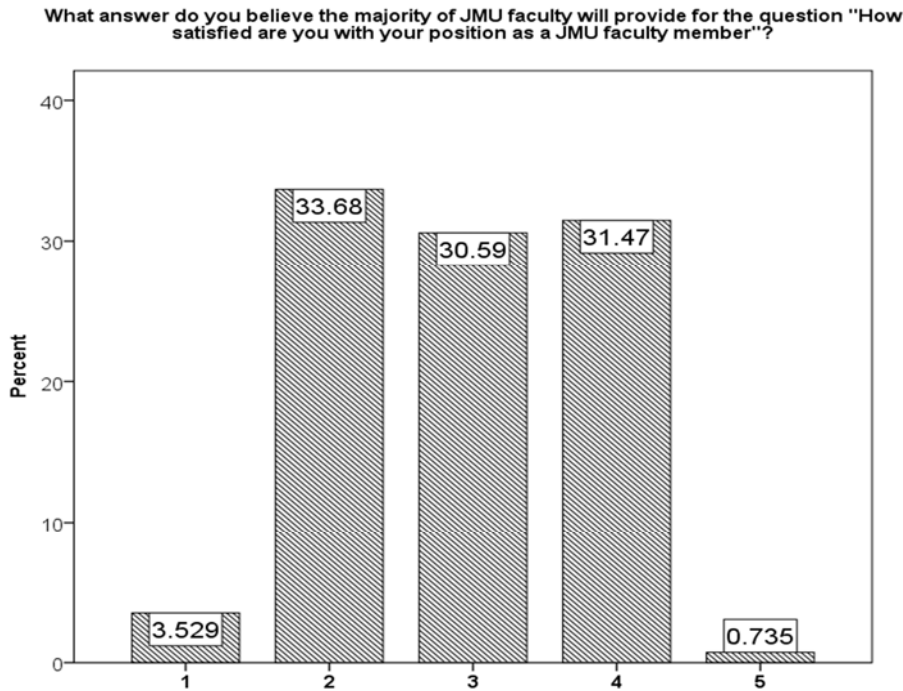
Table 61 in the appendices provides the *post hoc* multiple comparisons on this item for academic ranks.

Statistically significant differences ($F = 5.227, p < .001$) are also present in comparisons by colleges. Faculty in Health and Behavioral Studies along with faculty in Science and Mathematics are the most satisfied. Faculty in Arts and Letters, Business, and Visual and Performing Arts are the most dissatisfied.

Table 2. Mean scores for overall satisfaction with position by colleges.

	N	Mean	Std. Deviation
Arts&Letters	193	3.02	1.127
Business	90	2.99	1.302
Education	39	3.46	1.072
Health&Behavior	121	3.55	1.080
Integr.Science&Eng.	56	3.25	1.132
Science&Math.	105	3.58	1.054
Visual&Perf.Arts	59	3.29	1.099
Total	663	3.27	1.149

Table 62 in the appendices provides the multiple comparisons on this item by colleges.



The mean for all respondents is 2.92

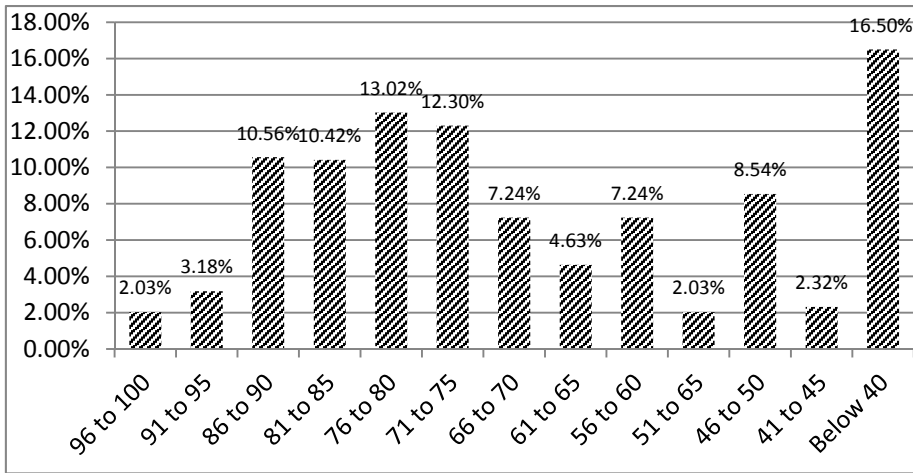
Statistically significant differences ($F = 5.589, p < .001$) are present in comparisons by colleges. Faculty in Arts and Letters are likely to regard their colleagues as more dissatisfied than will faculty in Health and Behavioral Studies, Integrated Science and Engineering, and Science and Mathematics.

Table 3. Mean response to “What answer do you believe the majority of JMU faculty will provide for the question ‘How satisfied are you with your position at JMU’ (by college)”?

	N	Mean	Std. Deviation
Arts&Letters	191	2.66	.884
Business	86	2.79	.995
Education	39	3.08	.839
Health&Behavior	121	3.11	.835
Integr.Science&Eng.	56	3.09	.815
Science&Math.	105	3.15	.875
Visual&Perf.Arts	57	2.93	.942
Total	655	2.93	.905

Table 63 in the appendices provides the *post hoc* multiple comparisons on this item by colleges.

Please enter a number between 1 (lowest) and 100 (highest) that represents your overall satisfaction with your position as a JMU faculty member.



This item provides an additional estimate of respondents' overall satisfaction by asking for a rating on a 100 point scale. The mean response for all respondents is 66.13.

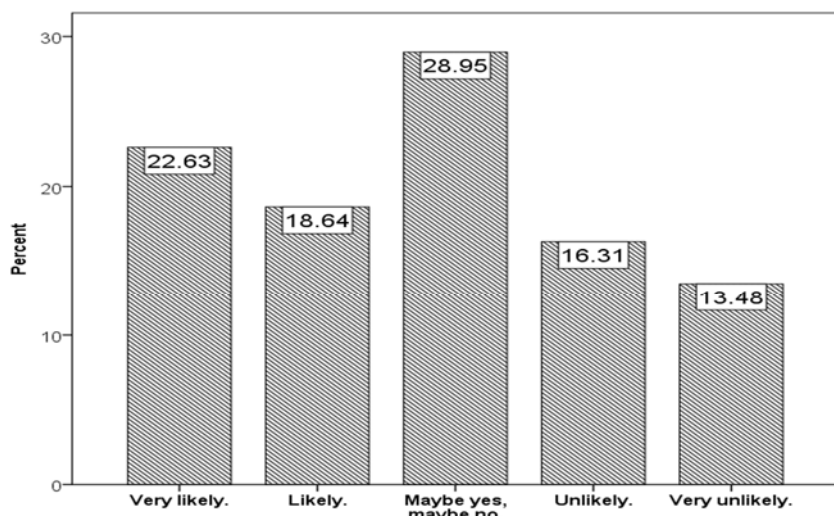
Table 4. Mean scores for the 100 point "overall" satisfaction scale by academic rank.

You are a(n):	Mean	N	Std. Deviation
Instr/Lecturer	69.78	85	20.85
Asst.Prof.	70.12	203	18.96
Assoc.Prof.	63.59	190	23.35
Professor	63.01	204	24.44
Total	66.13	682	22.38

Table 5. Mean scores for the 100 point "overall" satisfaction scale by colleges.

What is your college?	Mean	N	Std. Deviation
Arts&Letters	63.45	193	21.69
Business	60.48	90	26.78
Education	67.59	39	23.03
Health&Behavior	69.61	121	22.28
Integr Science&Eng.	63.86	56	22.87
Science&Math.	69.92	106	19.99
Visual&Perf.Arts	66.90	59	21.65
Total	65.79	664	22.62

How likely is the possibility that you would seek another position during the next five years?

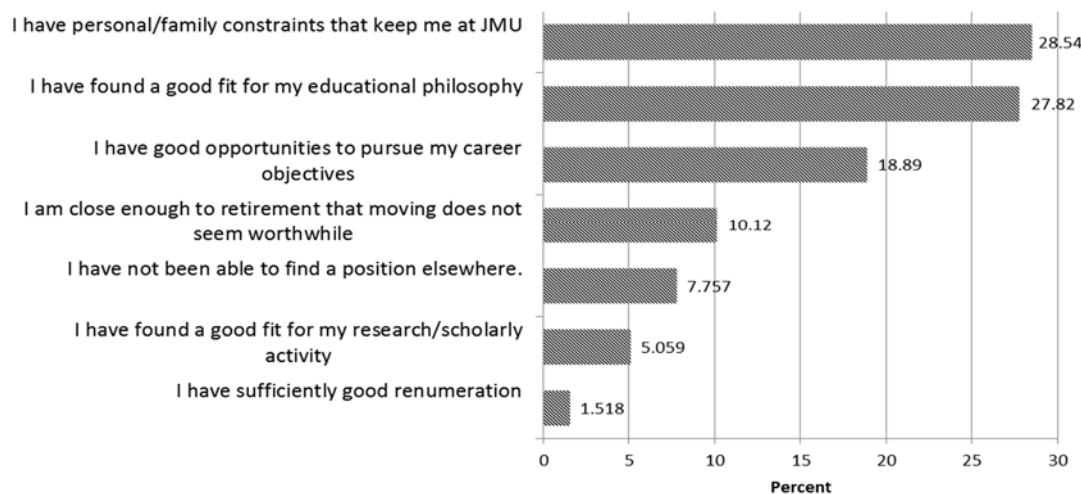


This question provides only categorical (nominal) data. Therefore, only frequency counts are reportable.

Less than 30% of responding faculty indicate they are not considering seeking another position. The greatest number of responses are in the “Maybe yes, maybe no.” More than 40% of respondents report they are considering seeking another position. Attempts at assigning meaning to the nearly 30% of “in the middle” respondents invites the kinds of discussion involved in “is the glass half empty or half full” arguments.

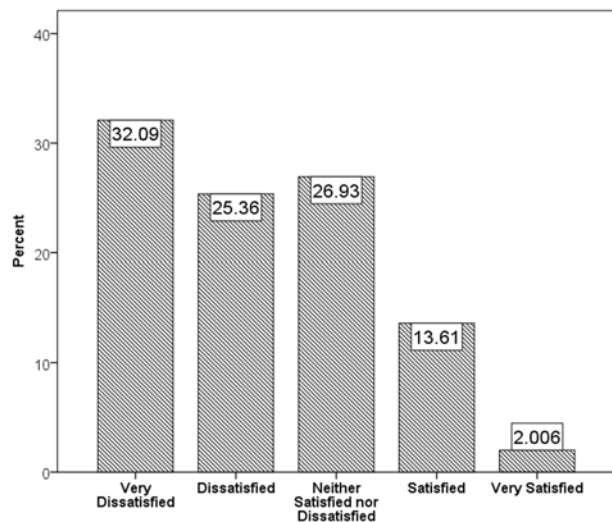
Tables 59 and 60, in the appendices, provide the percentages of responses by academic rank and colleges.

Realizing it is difficult to choose only one, please select from the following the single most important reason you remain at JMU.



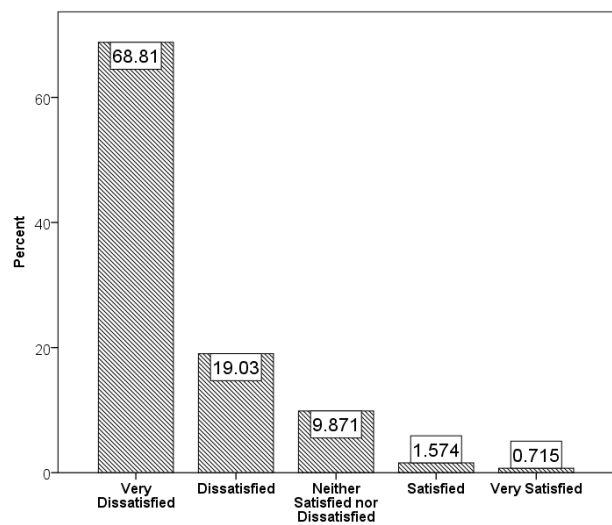
Responses to the above survey item again only provide categorical (nominal) data. The above chart orders the responses by percentages. The selection of professional justifications for remaining at James Madison versus non-professional justifications are nearly equal. Personal/family constraints, nearness to retirement, and not being able to find another position comprise 48.5% of the responses.

How satisfied are you with your department/school's merit pay system?



The mean for all respondents is 2.28.

How satisfied are you with the raises you have received over the last five years?



The mean for all respondents is 1.46, the lowest mean score of all the satisfaction items.

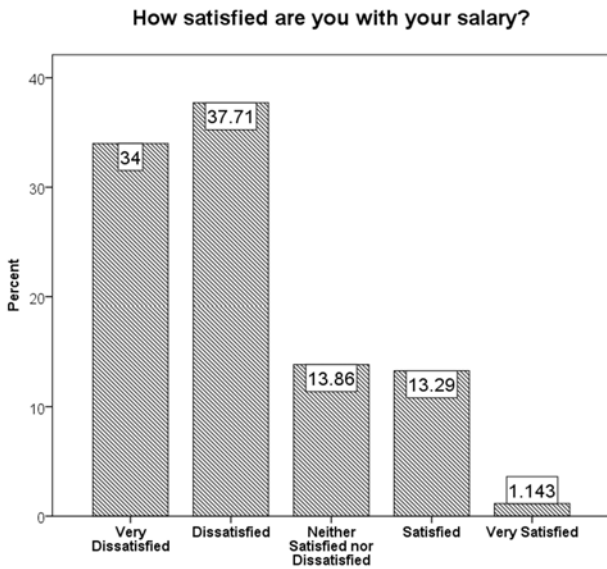
The means of faculty women ($\bar{x} = 1.56$) and faculty men ($\bar{x} = 1.37$) differ significantly ($p < .01$).

Statistically significant differences ($F = 6.005$, $p < .001$) are present in comparisons by academic rank. Associate professors and professors are the most dissatisfied.

Table 6. Mean satisfaction with raises for last five years by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	1.53	.894
Asst.Prof.	202	1.63	.832
Assoc.Prof.	190	1.43	.765
Professor	204	1.31	.693
Total	681	1.46	.791

Table 64 in the appendices provides the *post hoc* multiple comparisons on this item for academic ranks.



Nearly 72% of the faculty are dissatisfied with their current salaries. The mean for all respondents on this item is 2.10, the second lowest mean score of all the satisfaction items.

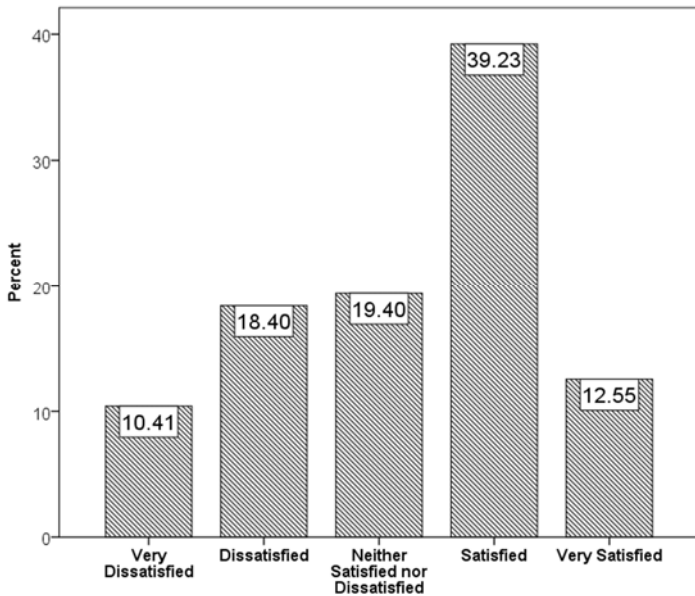
Statistically significant differences are present in the comparison by colleges ($F = 3.607, p = .002$). The following table reports the mean level of satisfaction by college. The most dissatisfied college is Arts and Letters.

Table 7. Mean satisfaction with salary by college.

	N	Mean	Std. Deviation
Arts&Letters	192	1.83	.983
Business	90	1.97	1.043
Education	39	2.36	1.013
Health&Behavior	121	2.20	1.115
Integr.Science&Eng.	56	2.32	.974
Science&Math.	106	2.22	1.033
Visual&Perf.Arts	59	2.12	1.019
Total	663	2.08	1.041

Table 65 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the manner in which your performance is evaluated?



The mean for all respondents is 3.25.

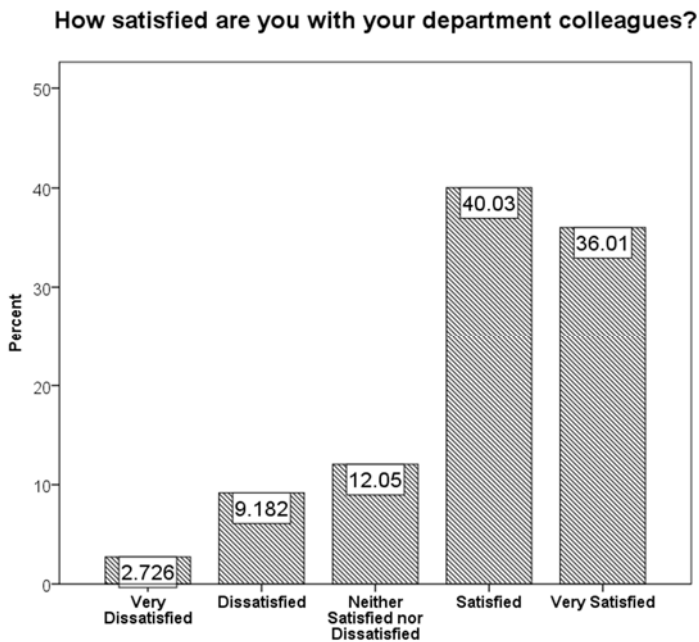
The means of tenure track and tenured faculty ($\bar{x} = 3.33$) and faculty with RTA appointments ($\bar{x} = 2.90$) differ significantly ($p < .05$).

Statistically significant differences ($F = 2.687, p < .05$) are present in comparisons by academic rank. Professors are the least dissatisfied.

Table 8. Mean satisfaction with manner of evaluation by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	2.92	1.236
Asst.Prof.	203	3.25	1.207
Assoc.Prof.	190	3.28	1.118
Professor	204	3.35	1.232
Total	682	3.25	1.199

Table 66 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.



The mean for all respondents is 3.97.

Statistically significant differences ($F = 2.976, p < .05$) are present in comparisons by academic rank. Assistant professors are the most satisfied with their colleagues.

Table 9. Mean satisfaction with colleagues by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	3.86	1.048
Asst.Prof.	203	4.15	.999
Assoc.Prof.	190	3.87	1.052
Professor	202	3.92	1.076
Total	680	3.97	1.048

Table 68 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

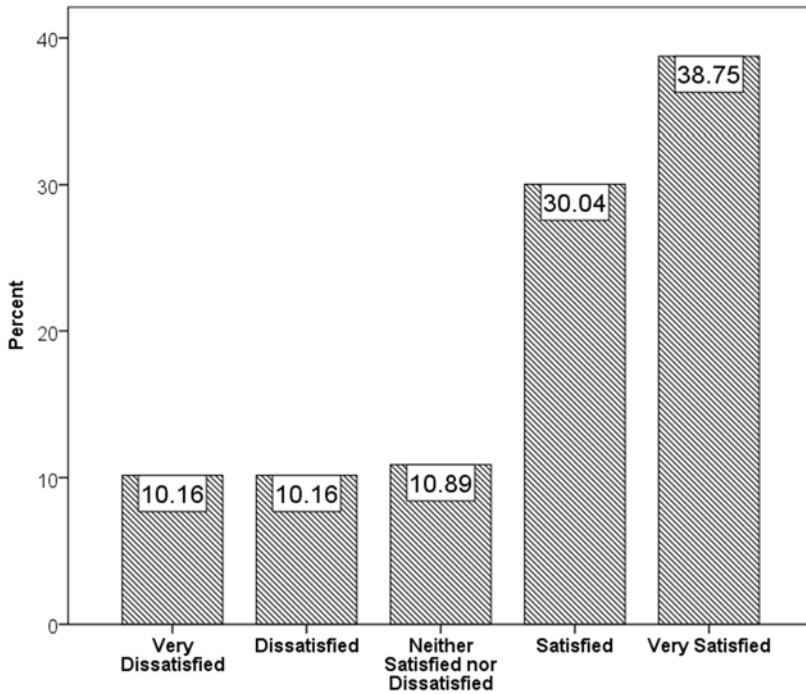
Statistically significant differences ($F = 4.059$, $p < .001$) are present in comparisons by colleges. Assistant professors are the most satisfied with their colleagues.

Table 10. Mean satisfaction with colleagues by college.

	N	Mean	Std. Deviation
Arts&Letters	193	4.04	1.072
Business	90	4.06	.940
Education	39	3.49	1.167
Health&Behavior	119	4.04	.915
Integr.Science&Eng.	56	3.64	1.197
Science&Math.	106	4.20	.970
Visual&Perf.Arts	59	3.73	1.142
Total	662	3.97	1.051

Table 69 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with your academic unit leader (department head/ director)?



The mean for all respondents is 3.77.

The means of faculty women ($\bar{x} = 3.62$) and faculty men ($\bar{x} = 3.91$) differ significantly ($p < .01$).

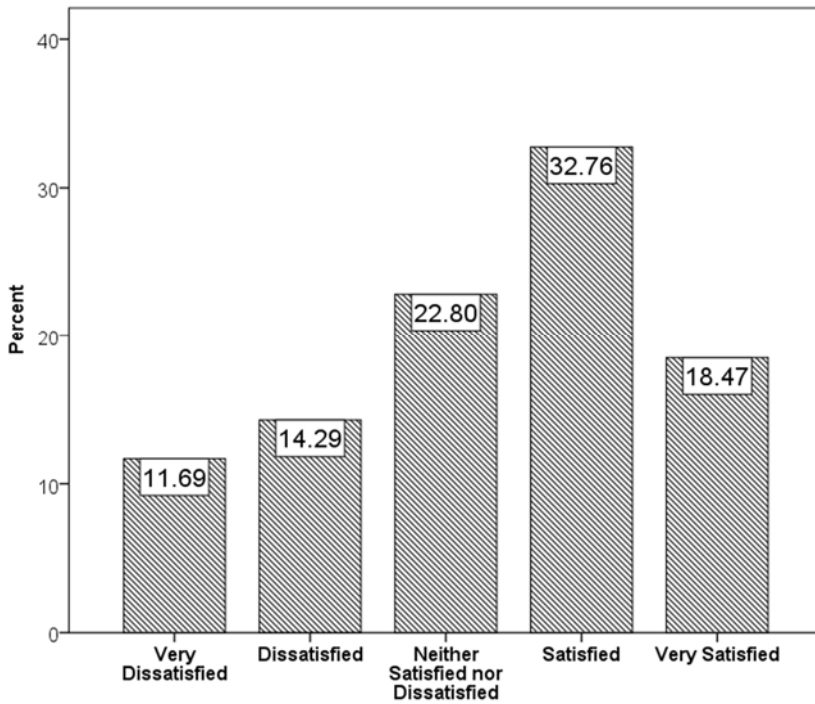
Statistically significant differences ($F = 2.428, p < .05$) are present in comparisons by colleges. Science and Mathematics faculty are the most satisfied with their unit heads.

Table 11. Satisfaction with academic unit heads by college.

	N	Mean	Std. Deviation
Arts&Letters	191	3.72	1.553
Business	86	3.91	1.325
Education	39	3.21	1.321
Health&Behavior	120	3.80	1.178
Integr.Science&Eng.	56	3.66	1.366
Science&Math.	104	4.09	1.080
Visual&Perf.Arts	59	3.81	1.121
Total	655	3.79	1.332

Table 70 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with your dean?



The mean for all respondents is 3.32.

Statistically significant differences ($F = 3.778, p < .05$) are present in comparisons by academic rank. Assistant professors are the most satisfied/least dissatisfied with their deans.

Table 12. Mean satisfaction with college dean by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	83	3.25	1.208
Asst.Prof.	201	3.57	1.139
Assoc.Prof.	190	3.22	1.278
Professor	203	3.20	1.328
Total	677	3.32	1.253

Table 71 in the appendices provides the *post hoc* multiple comparisons for this item regarding differences between academic ranks.

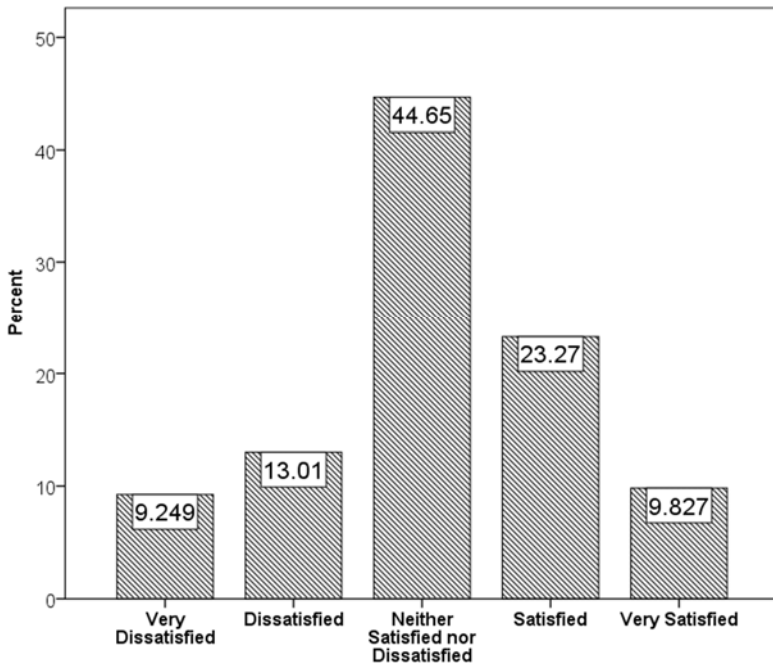
Statistically significant differences ($F = 6.484, p < .001$) are present in comparisons by colleges. Integrated science and engineering faculty are the most satisfied with their dean.

Table 13. Mean satisfaction with college dean by college.

	N	Mean	Std. Deviation
Arts&Letters	191	3.54	1.238
Business	90	2.98	1.208
Education	39	3.08	1.494
Health&Behavior	120	3.41	1.111
Integr.Science&Eng.	56	3.66	1.240
Science&Math.	104	3.47	1.214
Visual&Perf.Arts	59	2.64	1.323
Total	659	3.33	1.263

Table 72 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the Provost of the University?



The mean for all respondents is 3.11.

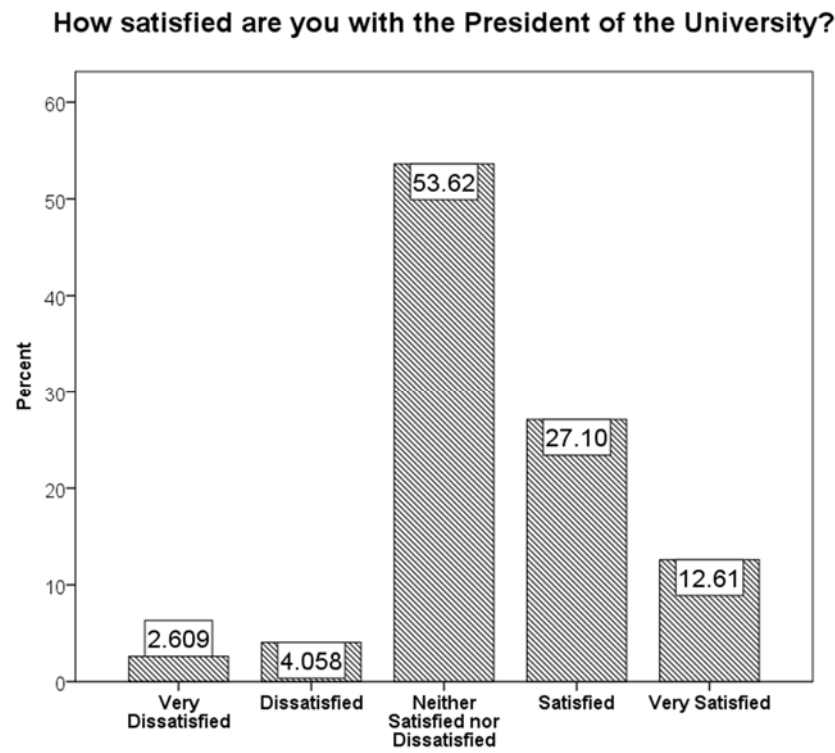
The means of faculty women ($\bar{x} = 3.23$) and faculty men ($\bar{x} = 2.00$) differ significantly ($p < .01$).

Statistically significant differences ($F = 5.679, p < .001$) are present in comparisons by colleges. Health and Behavioral Studies along with Education faculty are the most satisfied with the Provost. Faculty in Arts and Letters and Business are the most dissatisfied.

Table 14. Mean satisfaction with the Provost by college.

	N	Mean	Std. Deviation
Arts&Letters	192	2.85	1.004
Business	90	2.88	1.150
Education	39	3.44	1.021
Health&Behavior	119	3.45	1.162
Integr.Science&Eng.	56	3.16	1.023
Science&Math.	103	3.21	.946
Visual&Perf.Arts	59	3.07	.868
Total	658	3.10	1.060

Table 73 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.



The mean for all respondents is 3.43.

The means of tenure track and tenured faculty ($\bar{x} = 3.38$) and faculty with RTA appointments ($\bar{x} = 3.59$) differ significantly ($p < .05$).

The means of faculty women ($\bar{x} = 3.53$) and faculty men ($\bar{x} = 3.33$) differ significantly ($p < .05$).

Statistically significant differences ($F = 3.159$, $p < .05$) are present in comparisons by academic rank. Instructors/lecturers and assistant professors are the most satisfied with President.

Table 15. Mean satisfaction with the President by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	83	3.66	.859
Asst.Prof.	201	3.50	.722
Assoc.Prof.	190	3.29	.820
Professor	200	3.39	.976
Total	674	3.43	.854

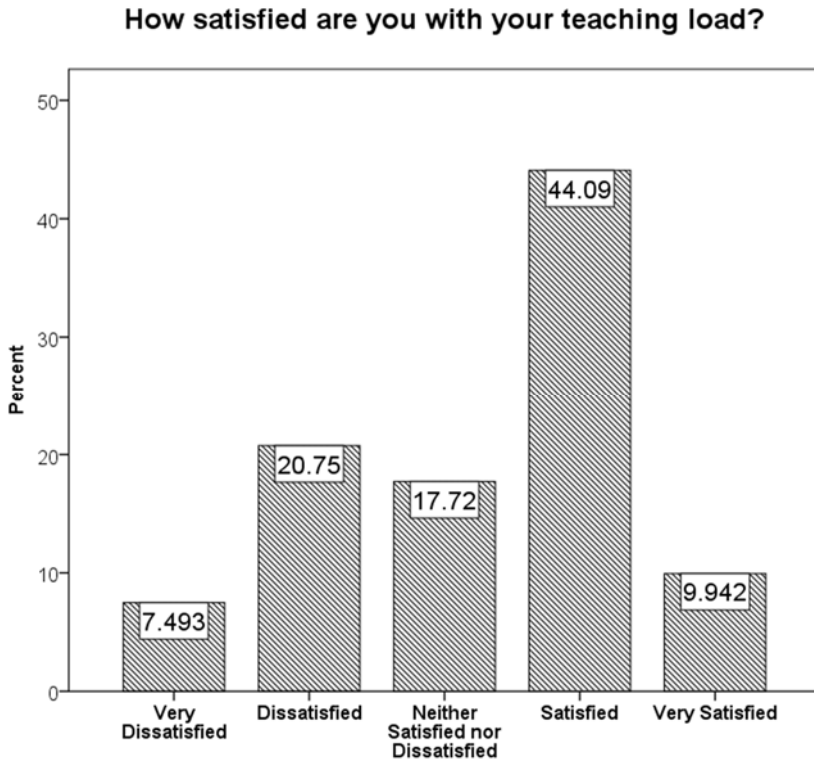
Table 74 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

Statistically significant differences ($F = 6.698$, $p < .001$) are also present in comparisons by college. Instructors/lecturers and assistant professors are the most satisfied with President.

Table 16. Mean satisfaction with the President (by college).

	N	Mean	Std. Deviation
Arts&Letters	192	3.18	.846
Business	89	3.40	.914
Education	39	3.74	.715
Health&Behavior	120	3.64	.838
Integr.Science&Eng.	56	3.11	.705
Science&Math.	101	3.52	.807
Visual&Perf.Arts	59	3.51	.858
Total	656	3.41	.853

Table 75 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.



The mean for all respondents is 3.28.

The means of tenure track and tenured faculty ($\bar{x} = 3.23$) and faculty with RTA appointments ($\bar{x} = 3.47$) differ significantly ($p < .05$).

Statistically significant differences ($F = 3.477, p < .05$) are present in comparisons by academic rank. Instructors/lecturers are the most satisfied with their teaching load, and assistant professors are the least satisfied, although the differences in their means are not statistically significant.

Table 17. Mean satisfaction with teaching load (by academic rank).

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.49	1.217
Asst.Prof.	202	3.13	1.152
Assoc.Prof.	190	3.23	1.093
Professor	201	3.37	1.084
Total	677	3.27	1.129

Table 76 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

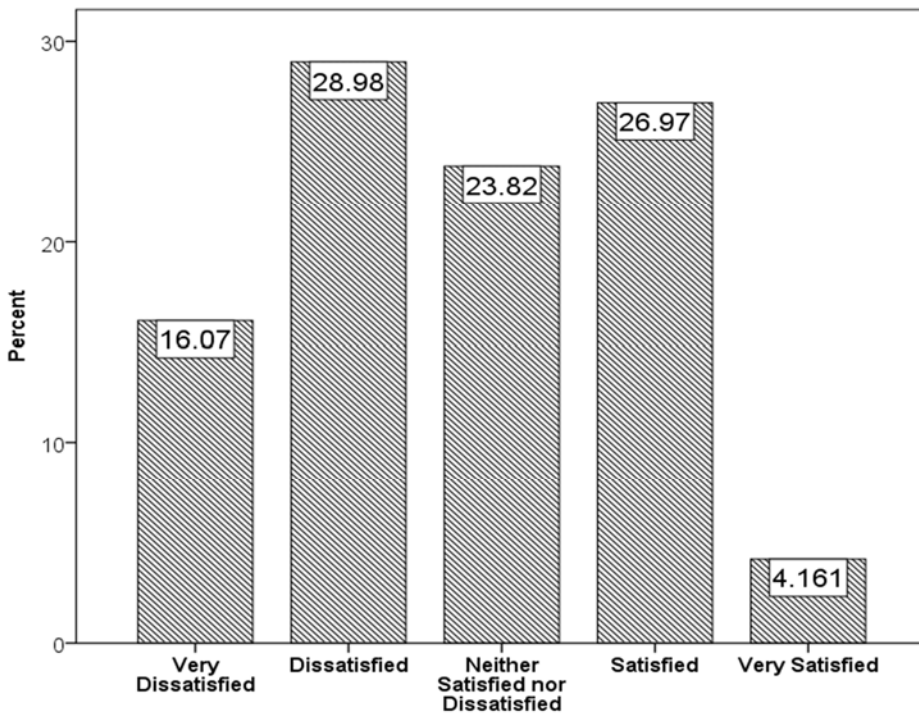
Statistically significant differences ($F = 8.834, p < .001$) are also present in comparisons by college. Integrated Sciences and Engineering, along with Arts and Letters are the most satisfied with their teaching loads. Education and Visual and Performance Arts are the most dissatisfied.

Table 18. Mean satisfaction with teaching load (by college).

	N	Mean	Std. Deviation
Arts&Letters	192	3.44	1.052
Business	90	3.20	1.173
Education	39	2.49	1.167
Health&Behavior	119	3.39	1.188
Integr.Science&Eng.	56	3.13	1.113
Science&Math.	104	3.57	.890
Visual&Perf.Arts	59	2.68	1.090
Total	659	3.27	1.125

Table 78 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the support you receive for research or other scholarly activity?



The mean for all respondents is 2.74.

The means of tenure track and tenured faculty ($\bar{x} = 2.68$) and faculty with RTA appointments ($\bar{x} = 2.98$) differ significantly ($p < .01$).

The means of faculty women ($\bar{x} = 2.62$) and faculty men ($\bar{x} = 2.83$) differ significantly ($p < .05$).

Statistically significant differences ($F = 3.753$, $p < .05$) are present in comparisons by academic rank. Associate professors are the most dissatisfied with the support received for scholarly activities.

Table 19. Mean satisfaction with support for scholarly activities by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	2.99	1.000
Asst.Prof.	203	2.64	1.171
Assoc.Prof.	190	2.58	1.094
Professor	204	2.85	1.190
Total	681	2.73	1.143

Table 77 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

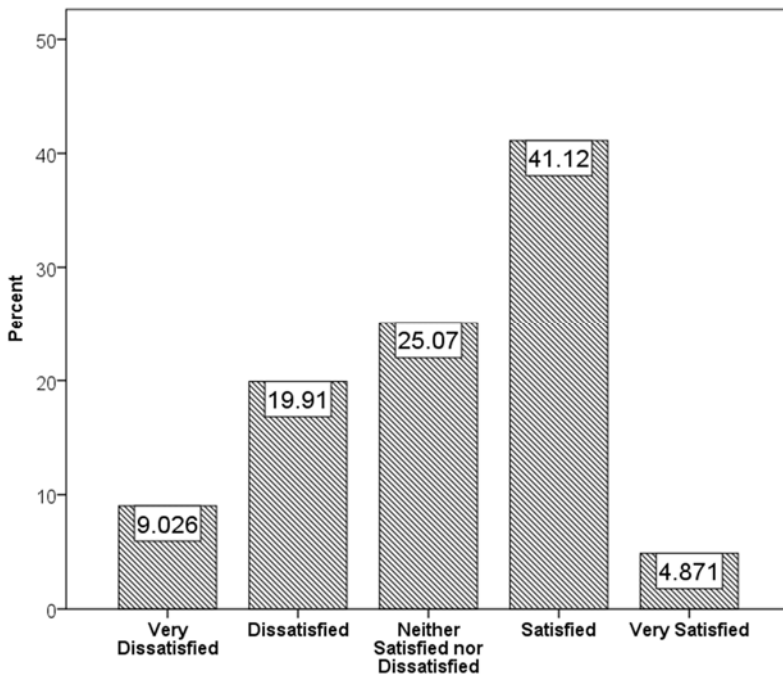
Statistically significant differences ($F = 5.583$, $p = .001$) are also present in comparisons by college. Faculty in Sciences and Mathematics are more satisfied with the support they receive than faculty in Arts and Letters, Business, Education, and the Visual and Performance Arts.

Table 20. Mean satisfaction with support for scholarly activities by college.

	N	Mean	Std. Deviation
Arts&Letters	193	2.66	1.116
Business	90	2.69	1.138
Education	39	2.31	1.127
Health&Behavior	121	2.83	1.160
Integr.Science&Eng.	56	2.64	1.197
Science&Math.	106	3.22	1.042
Visual&Perf.Arts	59	2.37	1.097
Total	664	2.74	1.145

Table 78 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with your service load?



The mean for all respondents is 3.13.

The means of tenure track and tenured faculty ($\bar{x} = 3.06$) and faculty with RTA appointments ($\bar{x} = 3.40$) differ significantly ($p < .001$).

Statistically significant differences ($F = 8.128$, $p < .001$) are present in comparisons by academic rank. Instructors/Lecturers are the most satisfied, and associate professors are the most dissatisfied with their service load.

Table 21. Mean satisfaction with service load by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	3.39	.965
Asst.Prof.	203	3.23	.995
Assoc.Prof.	190	2.81	1.134
Professor	204	3.16	1.073
Total	682	3.11	1.072

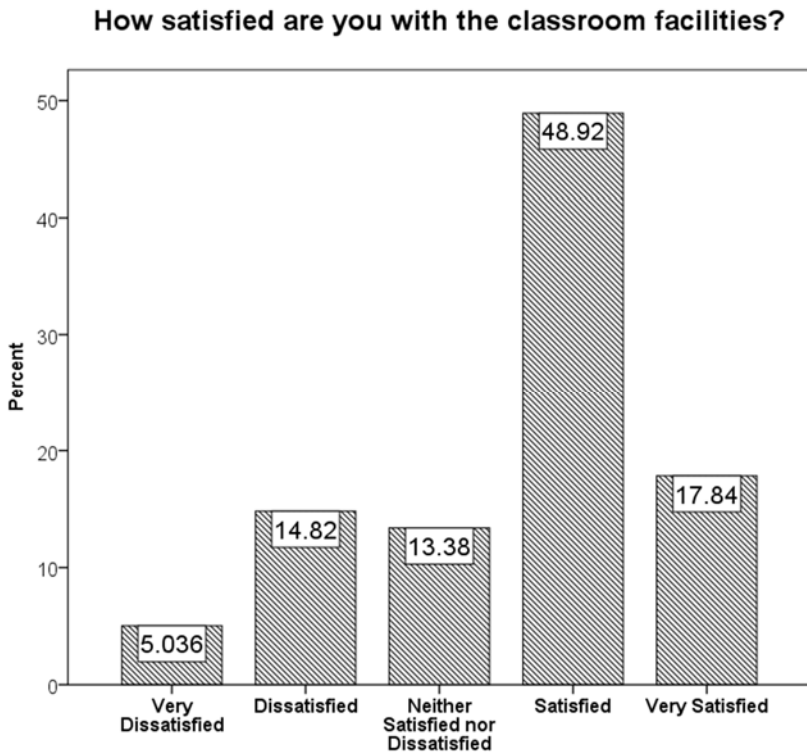
Table 80 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

Statistically significant differences ($F = 3.688$, $p < .001$) are also present in comparisons by colleges. Faculty in Science and Mathematics are satisfied with their service loads.

Table 22. Mean satisfaction with service load by college.

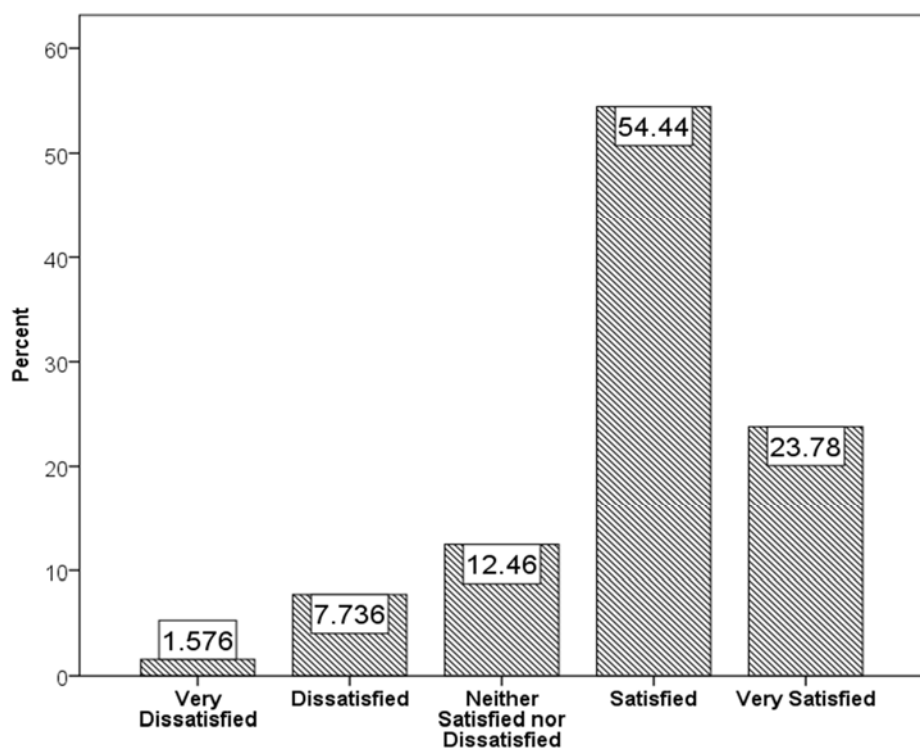
	N	Mean	Std. Deviation
Arts&Letters	193	3.01	1.080
Business	90	3.23	.995
Education	39	3.21	1.056
Health&Behavior	121	3.24	1.103
Integr.Science&Eng.	56	2.82	1.177
Science&Math.	106	3.39	.932
Visual&Perf.Arts	59	2.78	1.100
Total	664	3.12	1.073

Table 81 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.



The mean for all respondents is 3.60.

How satisfied are you with your pedagogical equipment (classroom computers, audio visual equipment,...



The mean for all respondents is 3.91.

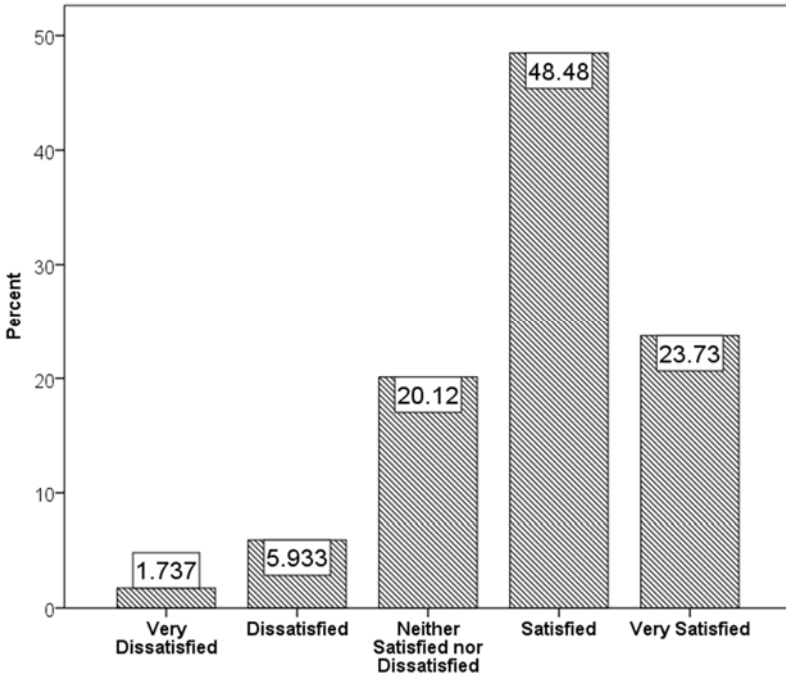
Statistically significant differences ($F = 3.234$, $p < .01$) are present in comparisons by colleges. Faculty in Visual Arts and Performance are less satisfied.

Table 23. Mean satisfaction with pedagogical equipment by colleges.

	N	Mean	Std. Deviation
Arts&Letters	193	3.93	.884
Business	90	3.90	.765
Education	39	4.08	.870
Health&Behavior	121	4.02	.826
Integr.Science&Eng.	56	3.86	.962
Science&Math.	106	3.93	.959
Visual&Perf.Arts	59	3.44	1.118
Total	664	3.90	.910

Table 82 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the support you receive for classroom technology?



The mean for all respondents is 3.87.

The means of tenure track and tenured faculty ($\bar{x} = 3.81$) and faculty with RTA appointments ($\bar{x} = 4.09$) differ significantly ($p < .01$).

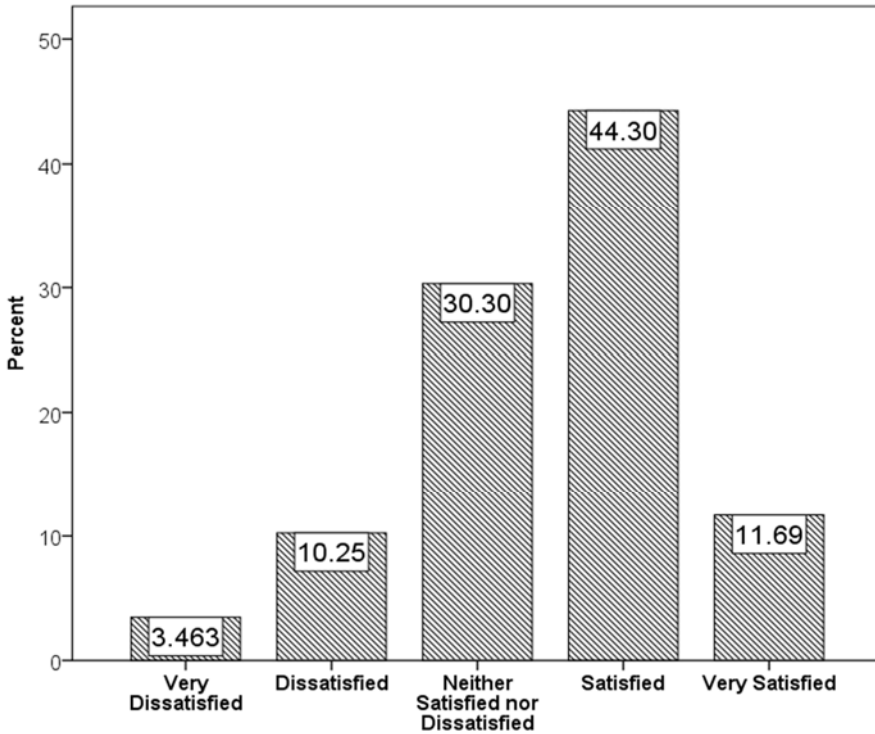
Statistically significant differences ($F = 2.841, p < .05$) are present in comparisons by colleges. Faculty in Visual Arts and Performance are less satisfied.

Table 24. Mean satisfaction with support received for classroom technology by colleges.

	N	Mean	Std. Deviation
Arts&Letters	193	3.87	.879
Business	88	3.92	.791
Education	38	4.00	1.013
Health&Behavior	120	3.99	.912
Integr.Science&Eng.	55	3.85	.826
Science&Math.	104	3.79	.962
Visual&Perf.Arts	59	3.44	1.038
Total	657	3.85	.915

Table 83 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the technology available for your research or other scholarly activity?



The mean for all respondents is 3.51.

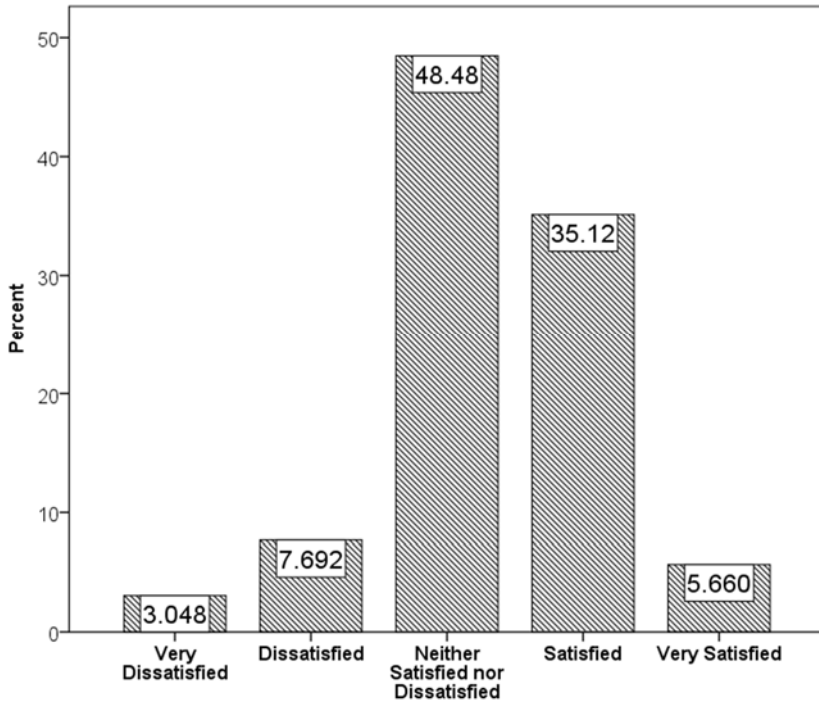
Statistically significant differences ($F = 4.095, p < .001$) are present in comparisons by colleges. Faculty in Integrated Science and Engineering and Visual Arts and Performance are less satisfied.

Table 25. Mean satisfaction with technology available for research/scholarship by colleges.

	N	Mean	Std. Deviation
Arts&Letters	192	3.56	.829
Business	89	3.54	.978
Education	39	3.51	1.048
Health&Behavior	120	3.46	.961
Integr.Science&Eng.	56	3.11	1.123
Science&Math.	106	3.77	.865
Visual&Perf.Arts	58	3.24	.979
Total	660	3.51	.947

Table 84 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

How satisfied are you with the handling of student complaints?



The mean for all respondents is 3.33

Statistically significant differences ($F = 3.033, p < .05$) are present in comparisons by academic rank. Instructors/Lecturers are the most satisfied, and associate professors are the most dissatisfied with their service load. Professors are the most satisfied, and associate professors the least satisfied.

Table 26. Mean satisfaction with handling of student complaints by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.35	.976
Asst.Prof.	202	3.27	.771
Assoc.Prof.	188	3.22	.762
Professor	200	3.46	.825
Total	674	3.32	.817

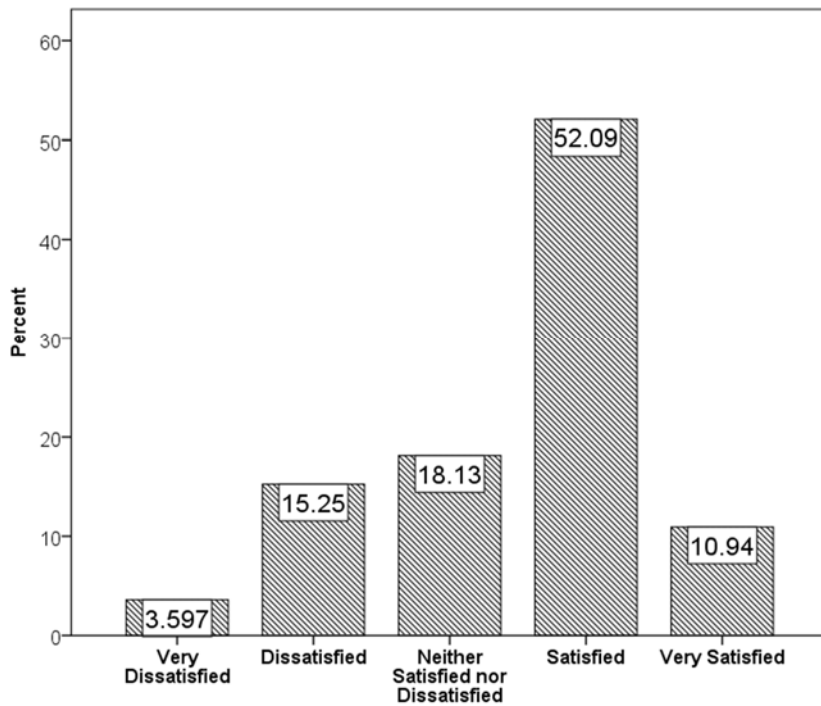
Table 66 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

Statistically significant differences ($F = 2.610, p < .05$) are present in comparisons by college. Faculty in Health and Behavior are the most satisfied.

Table 27. Mean satisfaction with handling of student complaints by college.

	N	Mean	Std. Deviation
Arts&Letters	191	3.27	.825
Business	89	3.42	.877
Education	38	3.24	.852
Health&Behavior	119	3.53	.790
Integr.Science&Eng.	56	3.20	.883
Science&Math.	105	3.37	.800
Visual&Perf.Arts	59	3.12	.590
Total	657	3.33	.816

How satisfied are you with your health benefits?



The mean for all respondents is 3.52.

Statistically significant differences ($F = 3.870, p < .05$) are present in comparisons by academic rank. Instructors/Lecturers are the most satisfied, and associate professors are the most dissatisfied with their service load.

Table 28. Mean satisfaction with health benefits by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.35	.976
Asst.Prof.	202	3.27	.771
Assoc.Prof.	188	3.22	.762
Professor	200	3.46	.825
Total	674	3.32	.817

Table 85 in the appendices provides the *post hoc* multiple comparisons for academic ranks on this item.

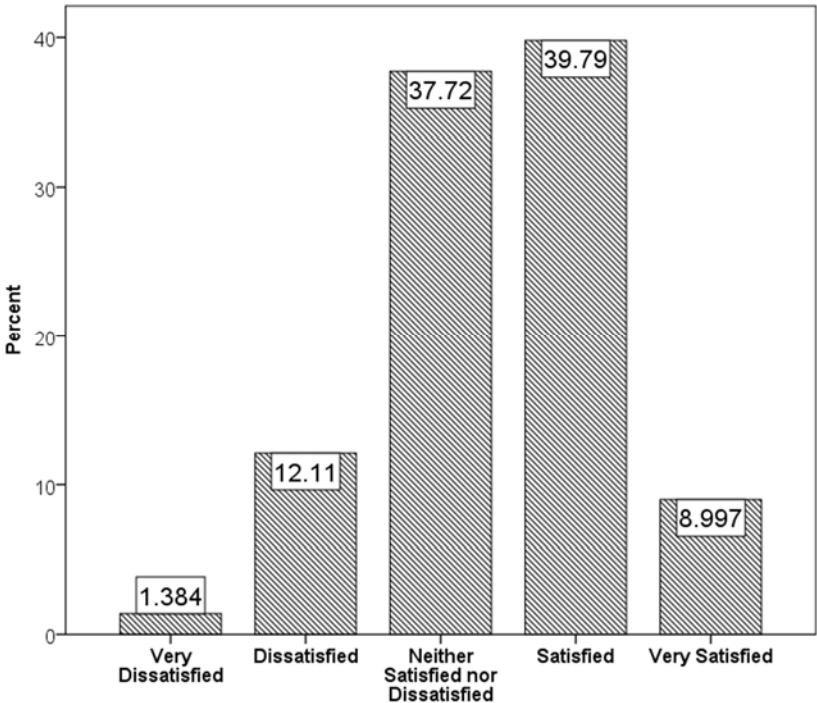
Statistically significant differences ($F = 3.870, p < .05$) are present in comparisons by colleges. Faculty in Arts and Letters and Visual and Performance Arts are the most dissatisfied.

Table 29. Mean satisfaction with health benefits by academic rank.

	N	Mean	Std. Deviation
Arts&Letters	193	3.27	1.086
Business	89	3.65	.990
Education	39	3.62	.935
Health&Behavior	121	3.74	.852
Integr.Science&Eng.	54	3.59	.901
Science&Math.	106	3.53	.928
Visual&Perf.Arts	59	3.24	1.104
Total	661	3.49	1.001

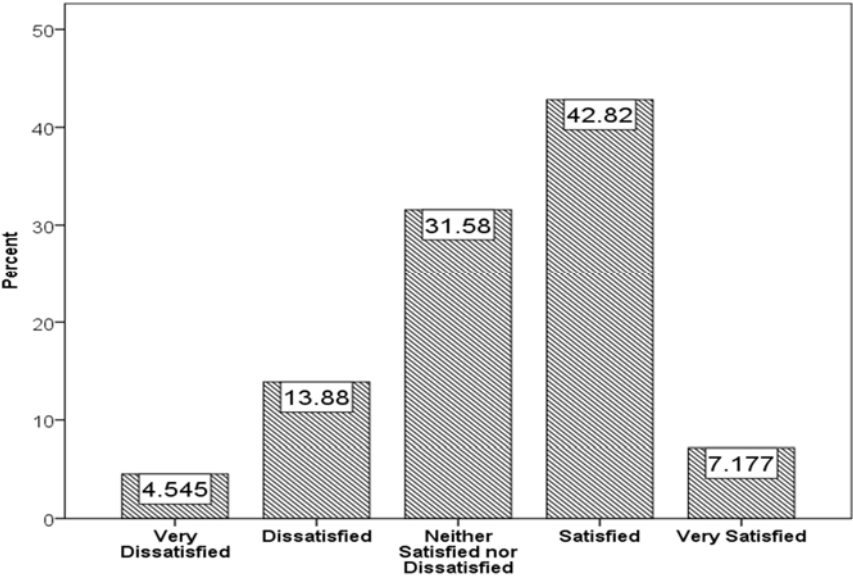
Table 86 in the appendices provides the *post hoc* multiple comparisons for colleges on this item.

(Answer only if you participate in VRS) How satisfied are you with VRS retirement benefits?



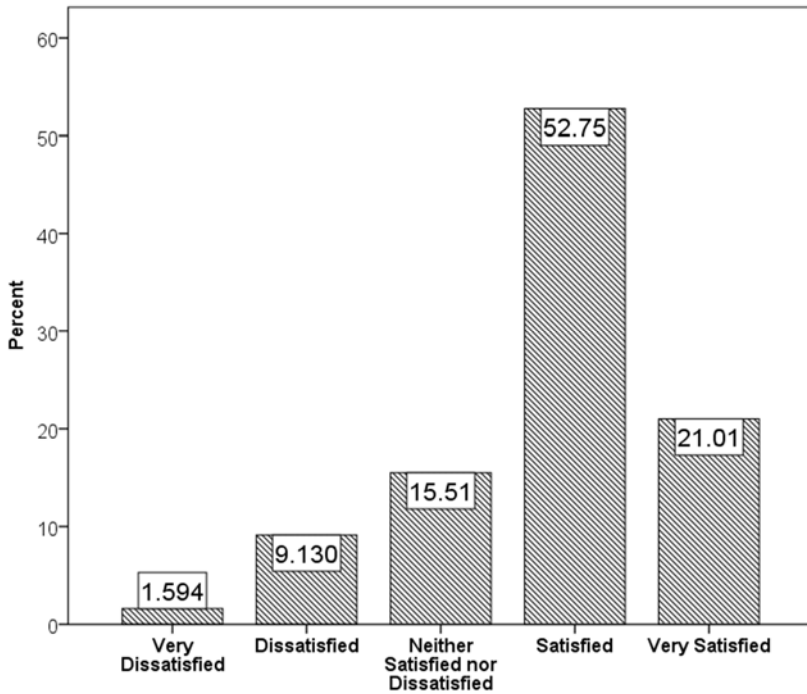
The mean for all respondents is 3.43.

(Answer only if you do not participate in VRS) How satisfied are you with your optional retirement s...



The mean for all respondents is 3.43.

How satisfied are you with the University's library resources?



The mean for all respondents is 3.82.

The means of tenure track and tenured faculty ($\bar{x} = 3.78$) and faculty with RTA appointments ($\bar{x} = 3.99$) differ significantly ($p < .05$).

Statistically significant differences ($F = 4.381, p < .05$) are present in comparisons by academic rank. Instructors/Lecturers and professors are the most satisfied.

Table 30. Mean satisfaction with library resources by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	82	4.04	.999
Asst.Prof.	202	3.70	.948
Assoc.Prof.	190	3.72	.915
Professor	202	3.93	.834
Total	676	3.81	.919

Table 87 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

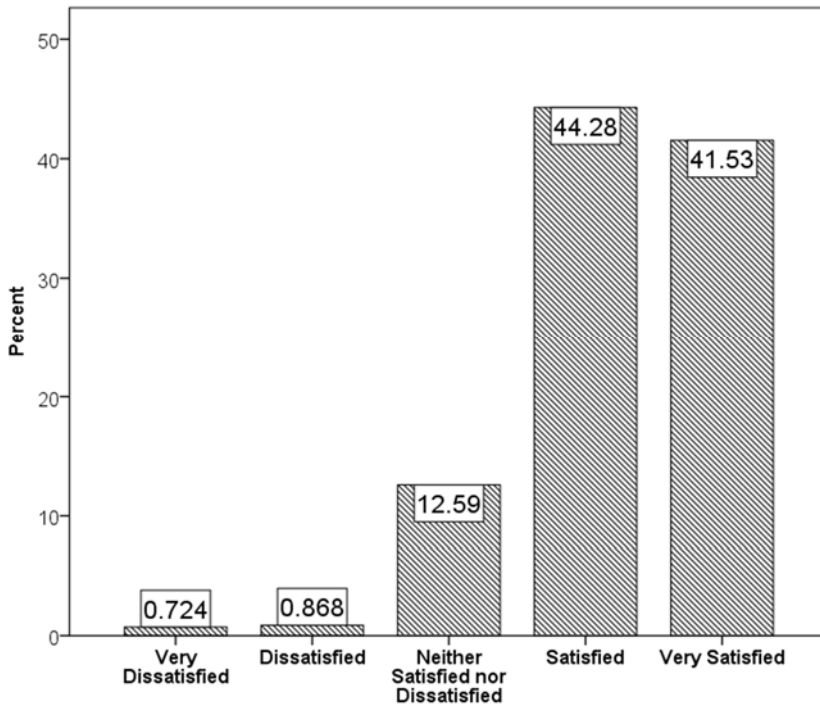
Statistically significant differences ($F = 4.425, p < .001$) are present in comparisons by academic rank. Faculty in Health and Behavior and Integrated Science and Engineering are the most satisfied. Faculty in Arts and Letters are the least satisfied with library resources.

Table 31. Mean satisfaction with library resources by colleges.

	N	Mean	Std. Deviation
Arts&Letters	190	3.61	1.001
Business	88	3.77	.840
Education	39	3.90	.940
Health&Behavior	121	4.05	.902
Integr.Science&Eng.	56	4.04	.713
Science&Math.	105	3.94	.864
Visual&Perf.Arts	59	3.64	.846
Total	658	3.82	.916

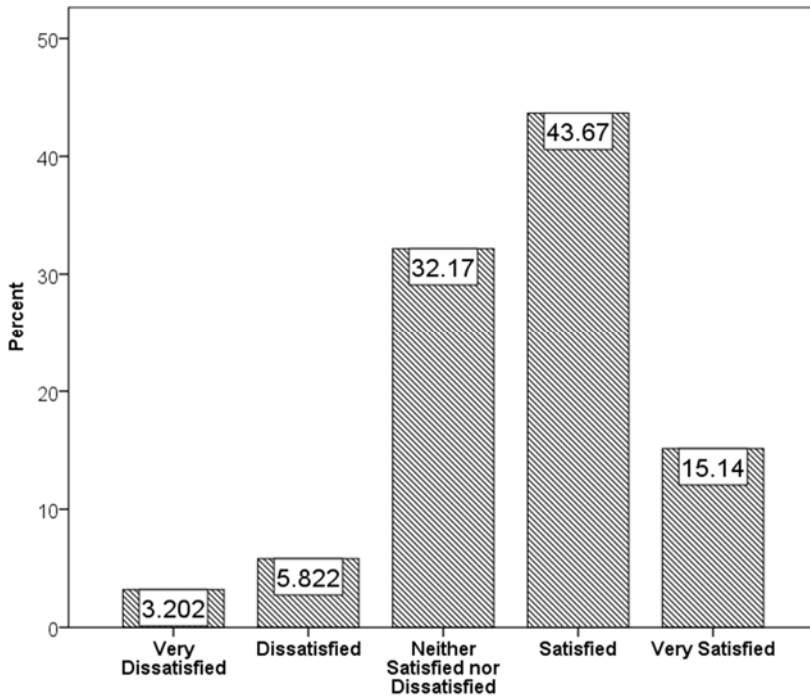
Table 88 in the appendices provides the *post hoc* multiple comparisons between colleges for this item.

How satisfied are you with the library's staff and services?



The mean for all respondents is 4.25.

How satisfied are you the support for academic freedom?



The mean for all respondents is 3.62.

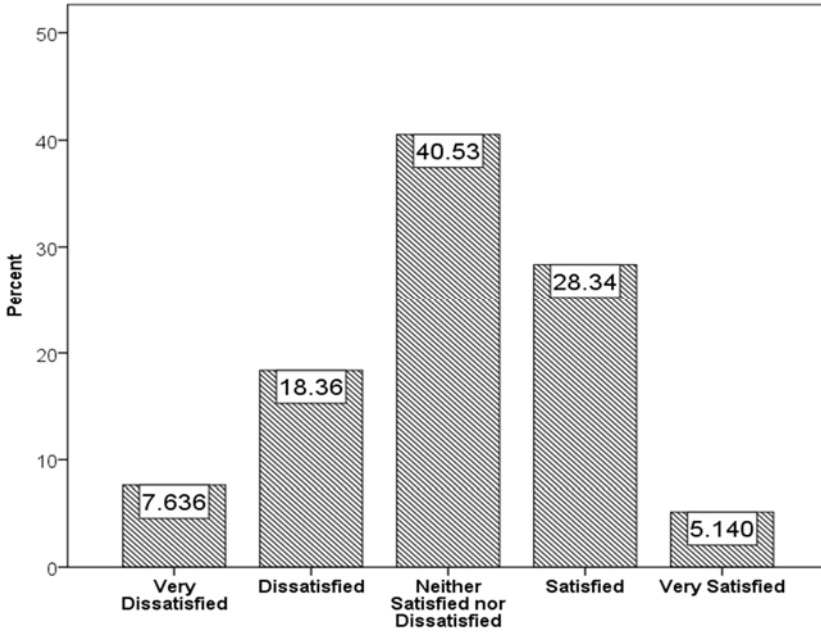
Statistically significant differences ($F = 3.339, p < .05$) are present in comparisons by academic rank. Instructors/Lecturers are more satisfied than professors.

Table 32. Mean satisfaction with support for academic freedom.

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.85	.951
Asst.Prof.	203	3.65	.891
Assoc.Prof.	187	3.63	.782
Professor	199	3.48	1.039
Total	673	3.62	.922

Table 89 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

How satisfied are you with the structure of the General Education Program?



The mean for all respondents is 3.05.

The means of tenure track and tenured faculty ($\bar{x} = 2.99$) and faculty with RTA appointments ($\bar{x} = 3.29$) differ significantly ($p < .01$).

The means of faculty women ($\bar{x} = 3.14$) and faculty men ($\bar{x} = 2.96$) differ significantly ($p < .05$).

Statistically significant differences ($F = 4.281, p < .05$) are present in comparisons by academic rank. Professors and associate professors are less satisfied than instructors/lecturers.

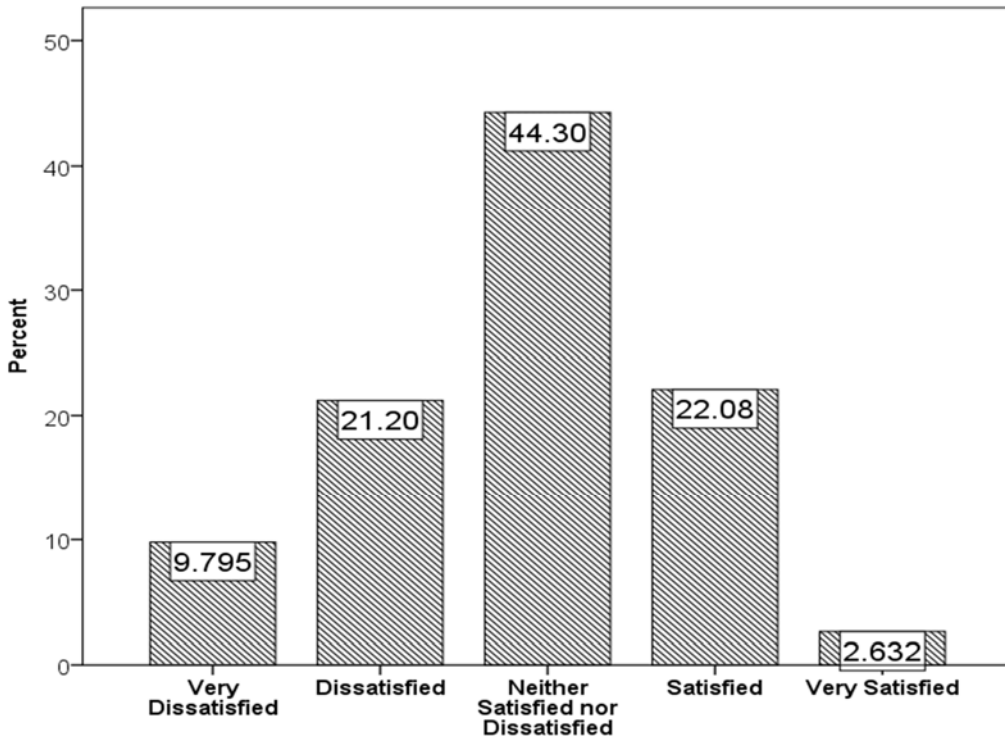
Table 33. Mean satisfaction with the structure of General Education by academic ranks.

	N	Mean	Std. Deviation
Instr/Lecturer	82	3.32	1.005
Asst.Prof.	198	3.14	.935
Assoc.Prof.	187	2.96	.975
Professor	200	2.92	1.014
Total	667	3.05	.986

Table 90 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

Statistically significant differences ($F = 2.668, p < .05$) are present in comparisons by college. Table 91 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

How satisfied are you with the General Education program impact on student learning?



The mean for all respondents is 2.87.

The means of tenure track and tenured faculty ($\bar{x} = 2.81$) and faculty with RTA appointments ($\bar{x} = 3.08$) differ significantly ($p < .05$).

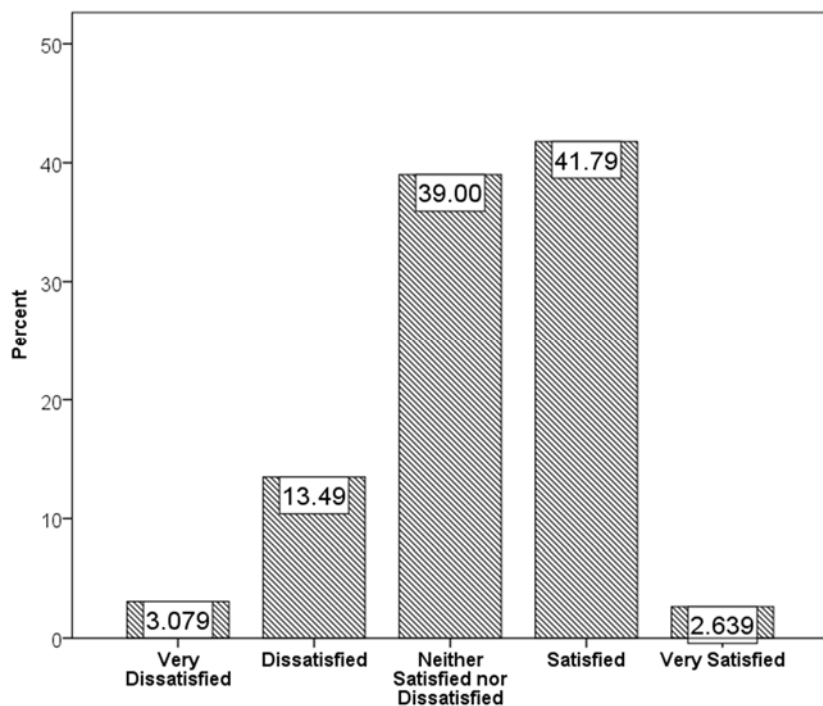
Statistically significant differences ($F = p < .05$) are present in comparisons by academic rank. Professors and associate professors are less satisfied than instructors/lecturers.

Table 34. Mean satisfaction with General Education’s impact on student learning by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	3.15	.925
Asst.Prof.	199	2.88	.905
Assoc.Prof.	187	2.82	.956
Professor	200	2.77	1.002
Total	670	2.87	.957

Table 92 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

How satisfied are you with curriculum development at James Madison?



The mean for all respondents is 3.27.

Statistically significant differences ($F = 3.296$, $p < .05$) are present in comparisons by academic rank. Instructors/Lecturers are the most satisfied.

Table 35. Mean satisfaction with curriculum development by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	82	3.41	.860
Asst.Prof.	198	3.37	.794
Assoc.Prof.	186	3.24	.790
Professor	204	3.15	.909
Total	670	3.27	.842

Table 93 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

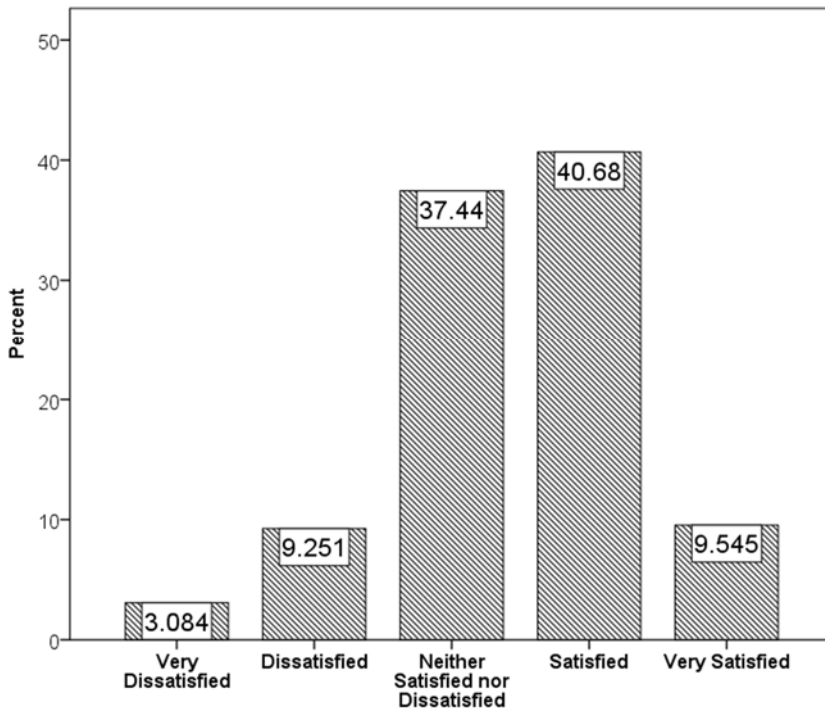
Statistically significant differences ($F = 3.296$, $p < .05$) are present in comparisons by colleges. Faculty in Education are the most dissatisfied.

Table 36. Mean satisfaction with curriculum development by colleges.

	N	Mean	Std. Deviation
Arts&Letters	191	3.24	.817
Business	87	3.38	.892
Education	38	2.74	.950
Health&Behavior	120	3.38	.810
Integr.Science&Eng.	56	3.25	.958
Science&Math.	103	3.36	.726
Visual&Perf.Arts	59	3.24	.817
Total	654	3.27	.843

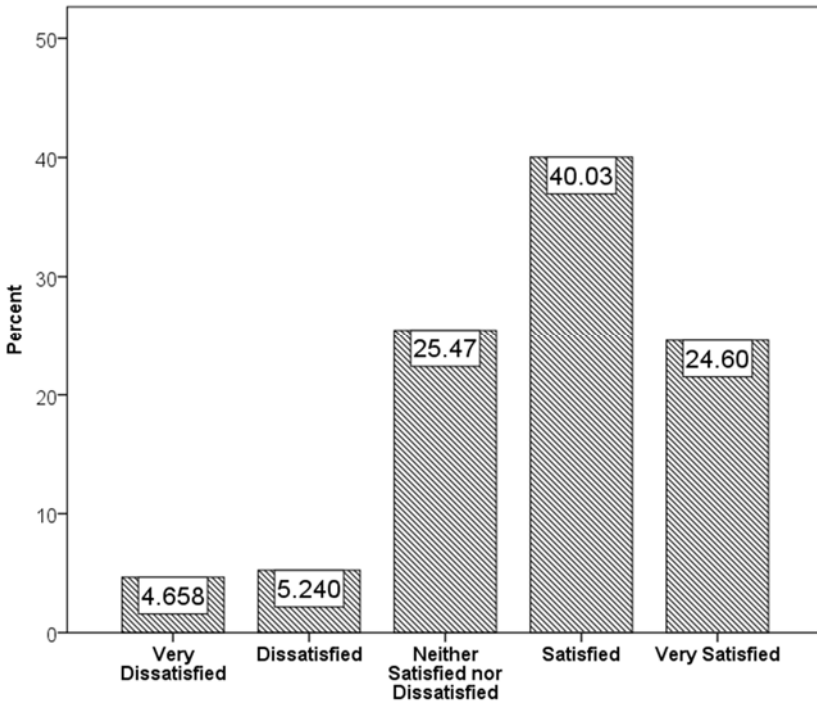
Table 94 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

How satisfied are you with your opportunities to participate in the curriculum process at James Madison?



The mean for all respondents is 3.75.

How satisfied are you with the services provided by the Center for Faculty Innovation?



The mean for all respondents is 3.75.

The means of tenure track and tenured faculty ($\bar{x} = 3.66$) and faculty with RTA appointments ($\bar{x} = 4.10$) differ significantly ($p < .001$).

The means for women faculty ($\bar{x} = 4.01$) and men faculty (3.51) differ significantly ($p < .001$).

There are significant differences in reported satisfaction associated with the number of programs respondents attended in the last three years. As expected, non-attendees were likely to respond with “neither satisfied nor dissatisfied.” Also as expected, the 212 respondents that attended more four or more programs during the last three years report significantly greater satisfaction than the 363 respondents who attended between one and three programs during the last three years.

Table 37. Satisfaction by number of programs attended in last three years.

	N	Mean	Std. Deviation
None	110	2.94	.838
1	126	3.54	1.017
2 to 3	237	3.74	.973
4 to 5	109	4.14	.833
6	103	4.45	.894
Total	685	3.75	1.033

Table 95 in the appendices provides the *post hoc* multiple comparisons between the number of attended programs.

Statistically significant differences ($F = 11.078, p < .001$) are present in comparisons by academic rank.

Table 38. Mean satisfaction with services provided by Center for Faculty Innovation by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	83	4.11	.897
Asst.Prof.	202	3.95	.929
Assoc.Prof.	190	3.61	1.052
Professor	199	3.51	1.100
Total	674	3.74	1.036

Table 96 in the appendices provides the *post hoc* multiple comparisons between academic ranks for this item.

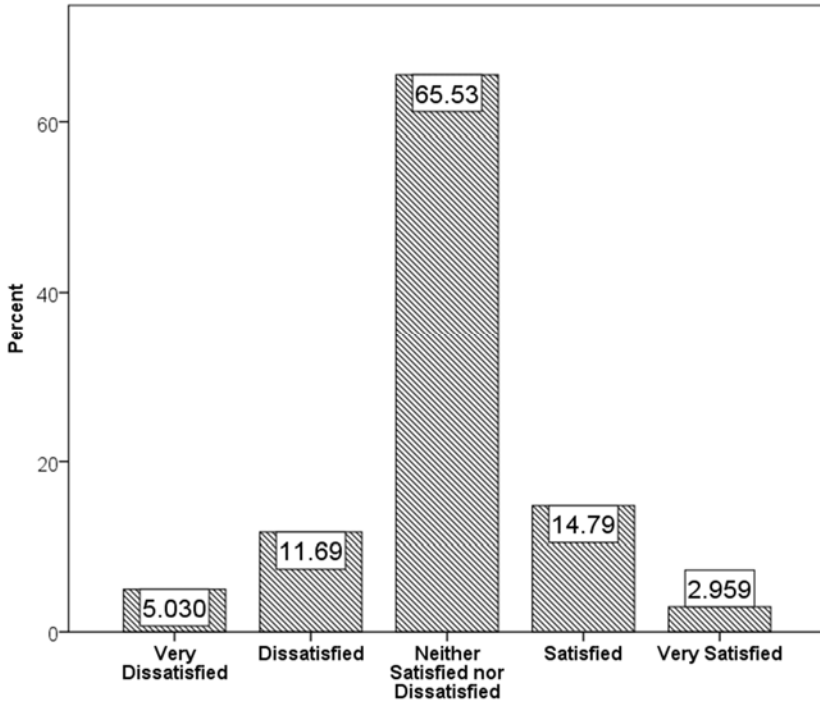
Statistically significant differences ($F = 11.078, p < .001$) are also present in comparisons by colleges.

Table 39. Mean satisfaction with services provided by Center for Faculty Innovation by college.

	N	Mean	Std. Deviation
Arts&Letters	191	3.45	1.168
Business	89	3.78	1.009
Education	39	4.00	.858
Health&Behavior	119	4.17	.847
Integr.Science&Eng.	56	3.98	.924
Science&Math.	105	3.55	.961
Visual&Perf.Arts	58	3.69	.959
Total	657	3.74	1.036

Table 97 in the appendices provides the *post hoc* multiple comparisons between colleges for this item.

How satisfied are you with the educational value of the online instruction provided at JMU?



The mean for all respondents is 2.99.

The means of tenure track and tenured faculty ($\bar{x} = 2.97$) and faculty with RTA appointments ($\bar{x} = 3.14$) differ significantly ($p < .05$).

There are significant differences ($F < .001$) in reported satisfaction associated with whether the respondents report having taught an online class, have never taught online, or have never taught online but have included online instruction in their conventional classroom instruction. Respondents who report having taught online report greater satisfaction with online instruction.

Table 40. Mean satisfaction with the educational value of online instruction by whether respondents have taught online.

	N	Mean	Std. Deviation
Yes	181	3.31	.974
No	365	2.89	.585
No, but I have included some on-line instruction in a face-to-face course.	130	2.83	.759
Total	676	2.99	.765

Table 98 in the appendices provides the *post hoc* multiple comparisons on whether respondents have taught an online class.

Statistically significant differences ($F = 3.296, p < .05$) are present in comparisons by academic rank. Instructors/lecturers are less dissatisfied with online instruction than are professors.

Table 41. Mean satisfaction with educational value of online instruction by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	81	3.22	.806
Asst.Prof.	200	3.01	.676
Assoc.Prof.	186	2.96	.693
Professor	198	2.91	.871
Total	665	2.99	.763

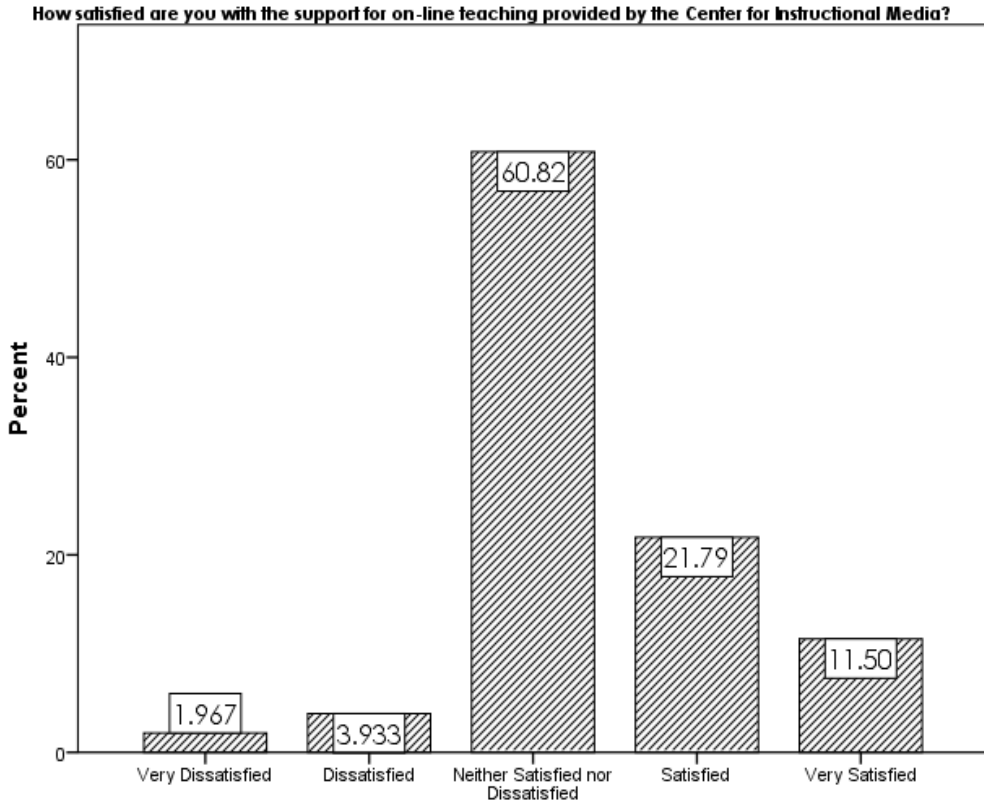
Table 99 in the appendices provides the *post hoc* multiple comparisons by academic rank.

Statistically significant differences ($F = 3.913, p < .001$) are also present in comparisons by colleges. Faculty in Arts and Letters, Science and Mathematics, and Visual and Performance Arts are the most dissatisfied with online instruction.

Table 42. Mean satisfaction with the educational value of online instruction by colleges.

	N	Mean	Std. Deviation
Arts&Letters	189	2.88	.806
Business	87	2.99	.828
Education	39	3.05	.887
Health&Behavior	117	3.27	.887
Integr.Science&Eng.	56	3.02	.486
Science&Math.	102	2.91	.490
Visual&Perf.Arts	58	2.90	.552
Total	648	2.99	.756

Table 100 in the appendices provides the *post hoc* multiple comparisons by colleges.



The mean for all respondents is 3.37.

There are significant differences ($F < .001$) in reported satisfaction associated with the number of programs respondents attended. Faculty who attended four or more programs report greater satisfaction.

Table 43. Mean satisfaction with the support for online teaching by Center for Instructional Media by number of attended programs.

	N	Mean	Std. Deviation
None	148	3.07	.482
1	157	3.33	.683
2 to 3	252	3.37	.872
4 to 5	60	3.73	1.023
6 or more	43	4.02	.938
Total	660	3.37	.813

Table 101 in the appendices provides the *post hoc* multiple comparisons by number of attended programs.

Statistically significant differences ($F = 4.247, p < .01$) are present in comparisons by academic rank. Instructors/lecturers are less dissatisfied with online instruction than are professors.

Table 44. Mean satisfaction with the support for online teaching by Center for Instructional Media by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	79	3.59	.994
Asst.Prof.	194	3.43	.739
Assoc.Prof.	182	3.35	.839
Professor	193	3.23	.759
Total	648	3.37	.814

Table 102 in the appendices provides the *post hoc* multiple comparisons by academic rank.

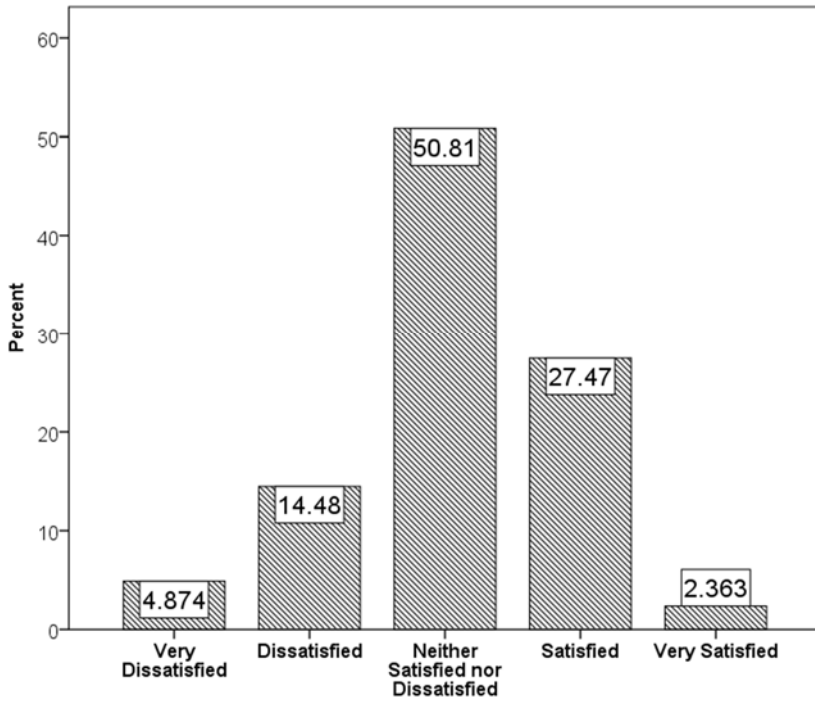
Statistically significant differences ($F = 4.343$, $p < .001$) are present in comparisons by colleges. Instructors/lecturers are less dissatisfied with online instruction than are professors.

Table 45. Mean satisfaction with support for online teaching by Center for Instructional Media colleges.

	N	Mean	Std. Deviation
Arts&Letters	185	3.46	.897
Business	85	3.41	.877
Education	38	3.61	.855
Health&Behavior	116	3.50	.928
Integr.Science&Eng.	54	3.13	.551
Science&Math.	98	3.10	.547
Visual&Perf.Arts	57	3.26	.552
Total	633	3.37	.813

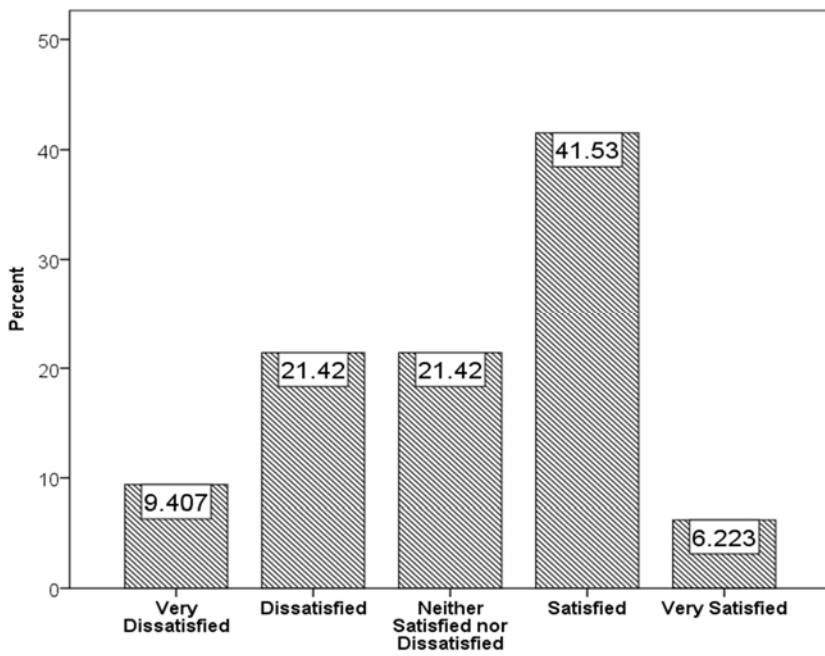
Table 103 in the appendices provides the *post hoc* multiple comparisons by academic rank.

How satisfied are you with JMU's bookstore services for your students' learning?



The mean for all respondents is 3.08.

How satisfied are you with the opportunities for your professional development?



The mean for all respondents is 3.14

The means of tenure track and tenured faculty ($\bar{x} = 3.07$) and faculty with RTA appointments ($\bar{x} = 3.42$) differ significantly ($p < .01$).

Statistically significant differences ($F = 6.718, p < .001$) are present in comparisons by academic rank. Instructors/lecturers are less dissatisfied with the opportunities for professional development than the other ranks.

Table 46. Mean satisfaction professional development opportunities by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	3.49	1.119
Asst.Prof.	203	3.29	1.037
Assoc.Prof.	190	2.97	1.105
Professor	203	3.00	1.154
Total	681	3.14	1.116

Table 104 in the appendices provides the *post hoc* multiple comparisons by academic rank.

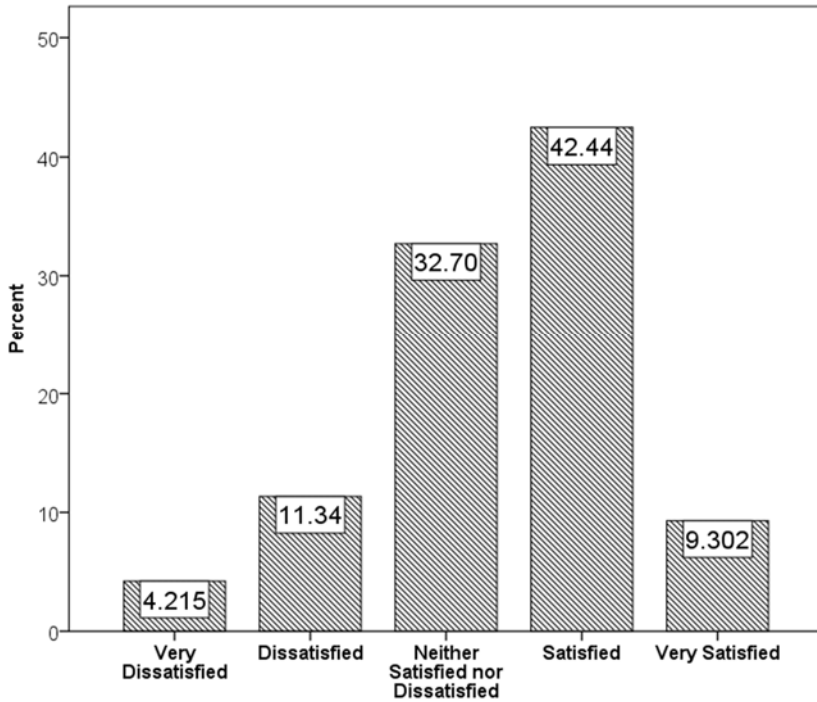
Statistically significant differences ($F = 6.718, p < .001$) are present in comparisons by academic rank. Faculty in Visual and Performance Arts, Business, and Arts and Letters are the most dissatisfied with their opportunities for professional development.

Table 47. Mean satisfaction with opportunities for professional development by colleges.

	N	Mean	Std. Deviation
Arts&Letters	193	2.96	1.040
Business	89	2.92	1.150
Education	39	3.56	.912
Health&Behavior	121	3.50	1.089
Integr.Science&Eng.	56	3.23	1.095
Science&Math.	106	3.42	1.013
Visual&Perf.Arts	59	2.46	1.134
Total	663	3.14	1.110

Table 105 in the appendices provides the *post hoc* multiple comparisons by colleges.

How satisfied are you with the representation provided by the Faculty Senate?



The mean for all respondents is 3.41.

The means of faculty women ($\bar{x} = 3.53$) and faculty men ($\bar{x} = 3.32$) differ significantly ($p < .01$).

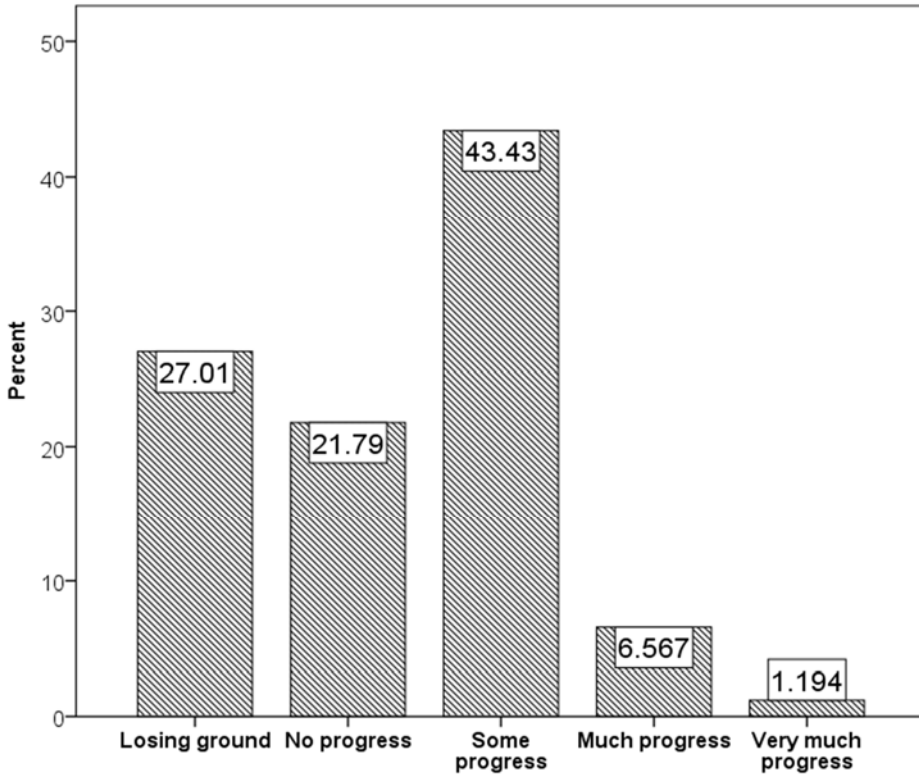
Statistically significant differences ($F = 3.296, p < .05$) are present in comparisons by academic rank. Dissatisfaction with the representation of the Faculty Senate increase as does academic rank.

Table 48. Mean satisfaction with the Faculty Senate’s representation by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	85	3.56	.969
Asst.Prof.	203	3.50	.898
Assoc.Prof.	188	3.43	.948
Professor	202	3.25	1.007
Total	678	3.41	.959

Table 106 in the appendices provides the *post hoc* multiple comparisons by academic rank.

How much progress is being made to increase the provision of instructional resources (including available full-time faculty and classroom facilities)?



The mean for all respondents is 2.33.

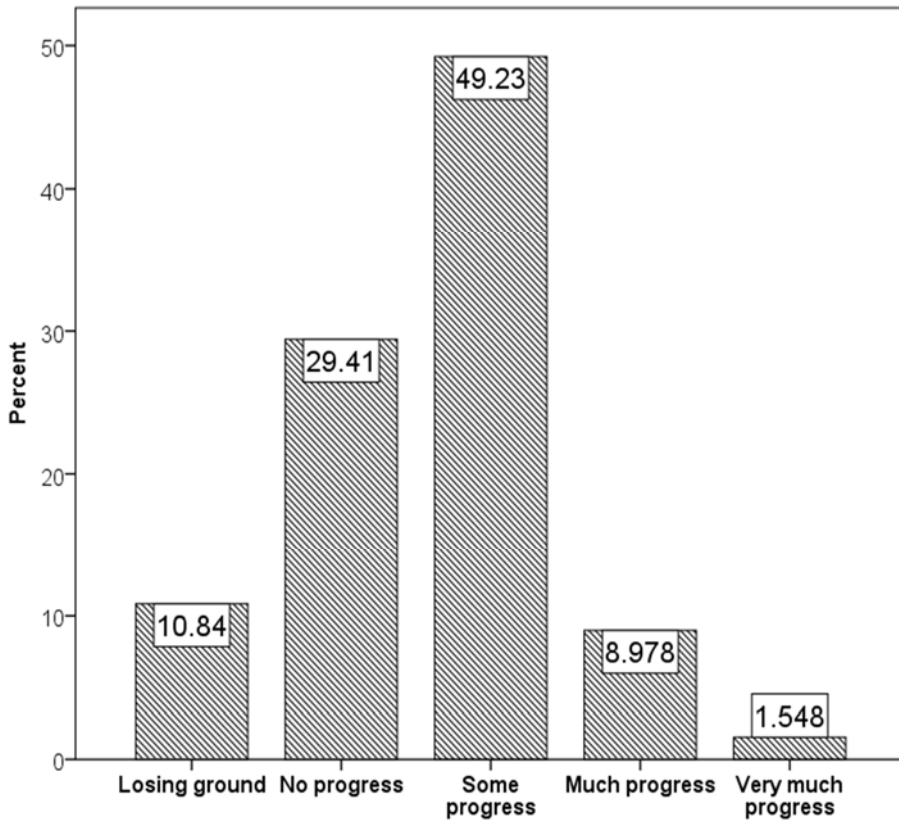
Statistically significant differences ($F = 3.873, p < .01$) are present in comparisons by academic rank. Dissatisfaction increases with academic rank.

Table 49. Mean satisfaction with progress in the provision of academic resources by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	2.52	1.114
Asst.Prof.	196	2.45	.913
Assoc.Prof.	185	2.32	.979
Professor	197	2.17	.978
Total	662	2.34	.984

Table 107 in the appendices provides the *post hoc* multiple comparisons by academic rank.

How much progress is being made to increase the degree of faculty control over the curriculum?



The mean for all respondents is 2.61.

Statistically significant differences ($F = 6.298, p < .01$) are present in comparisons by academic rank. Dissatisfaction increases with academic rank.

Table 50. Mean satisfaction with progress in the provision of instructional resources by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	84	2.52	1.114
Asst.Prof.	196	2.45	.913
Assoc.Prof.	185	2.32	.979
Professor	197	2.17	.978
Total	662	2.34	.984

Table 108 in the appendices provides the *post hoc* multiple comparisons by academic rank.

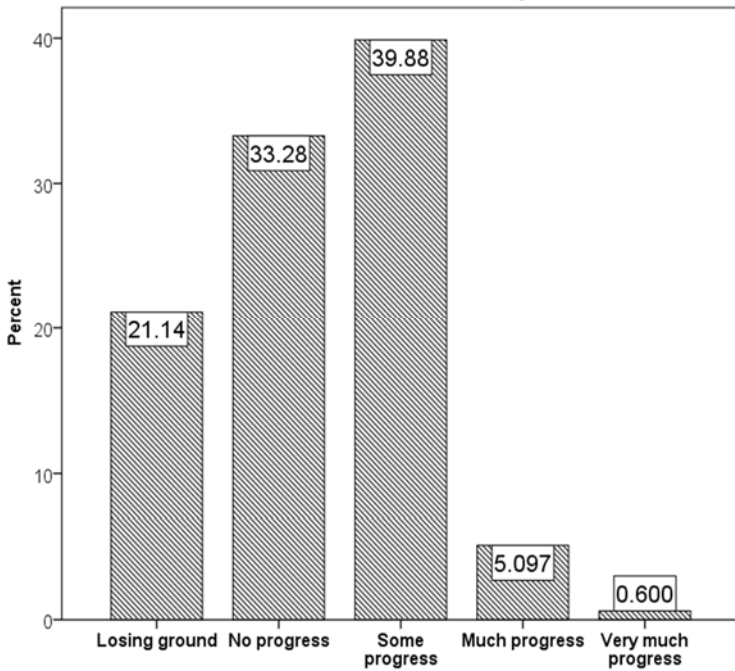
Statistically significant differences ($F = 5.112, p < .001$) are present in comparisons by colleges. Faculty in Arts and Letters and Integrated Science and Engineering are the most dissatisfied.

Table 51. Mean satisfaction with progress made to increase faculty control of the curriculum by colleges.

	N	Mean	Std. Deviation
Arts&Letters	181	2.41	.843
Business	85	2.56	.823
Education	38	2.61	.679
Health&Behavior	112	2.91	.855
Integr.Science&Eng.	54	2.43	.838
Science&Math.	99	2.72	.881
Visual&Perf.Arts	56	2.75	.769
Total	625	2.61	.849

Table 109 in the appendices provides the *post hoc* multiple comparisons by colleges.

How much progress is being made to increase the provision of resources for research/scholarly activities?



The mean for all respondents is 2.31.

The means of tenure track and tenured faculty ($\bar{x} = 2.25$) and faculty with RTA appointments ($\bar{x} = 2.59$) differ significantly ($p < .001$).

Statistically significant differences ($F = 7.209, p < .001$) are present in comparisons by academic rank. Instructors/lecturers are the least dissatisfied, and associate professors are the most dissatisfied.

Table 52. Mean satisfaction with progress in providing of research/scholarly resources by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	79	2.68	.856
Asst.Prof.	196	2.35	.831
Assoc.Prof.	183	2.15	.868
Professor	200	2.28	.914
Total	658	2.31	.882

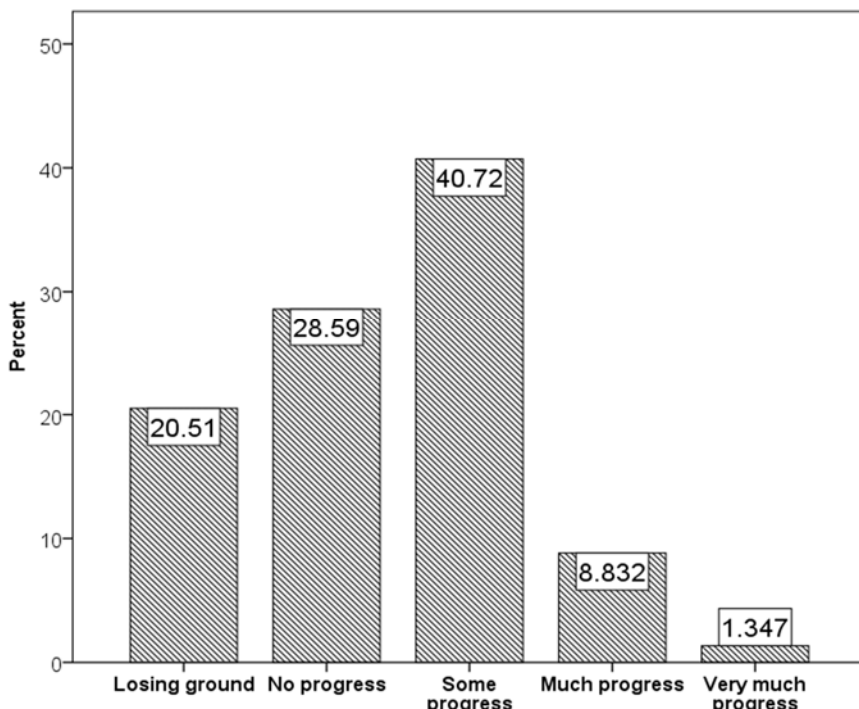
Table 110 in the appendices provides the *post hoc* multiple comparisons by academic rank.

Statistically significant differences ($F = 5.376, p < .001$) are present in comparisons by colleges. Faculty in Visual and Performing Arts and in Arts and Letters are the most dissatisfied.

Table 53. Mean satisfaction with progress in providing resources for research/scholarly activities by colleges.

	N	Mean	Std. Deviation
Arts&Letters	187	2.14	.824
Business	88	2.22	.976
Education	39	2.23	.810
Health&Behavior	116	2.61	.892
Integr.Science&Eng.	55	2.29	.809
Science&Math.	101	2.51	.856
Visual&Perf.Arts	57	2.11	.772
Total	643	2.31	.875

How much progress is being made to demonstrate serious regard for faculty input?



The means of tenure track and tenured faculty ($\bar{x} = 2.37$) and faculty with RTA appointments ($\bar{x} = 2.63$) differ significantly ($p < .01$).

Statistically significant differences ($F = 6.966, p < .001$) are present in comparisons by academic rank. Instructors/lecturers are the least dissatisfied. Dissatisfaction increases with academic rank.

Table 54. Mean satisfaction with progress in progress for regarding faculty input seriously by academic rank.

	N	Mean	Std. Deviation
Instr/Lecturer	83	2.76	1.019
Asst.Prof.	193	2.54	.913
Assoc.Prof.	184	2.30	.895
Professor	200	2.29	.980
Total	660	2.43	.955

Table 111 in the appendices provides the *post hoc* multiple comparisons by academic ranks.

Statistically significant differences ($F = 3.249, p < .01$) are present in comparisons by colleges. Faculty in Integrated Sciences and Engineering along with faculty in Arts and Letters are the most dissatisfied with progress in this area.

Table 55. Mean satisfaction with progress in demonstrating serious regard for faculty input.

	N	Mean	Std. Deviation
Arts&Letters	190	2.24	.886
Business	88	2.51	.971
Education	37	2.54	.836
Health&Behavior	116	2.65	1.113
Integr.Science&Eng.	55	2.16	.877
Science&Math.	102	2.46	.886
Visual&Perf.Arts	55	2.45	.959
Total	643	2.41	.955

Table 112 in the appendices provides the *post hoc* multiple comparisons by colleges.

Appendices

Table 56. Respondents' Demographics

		Frequency	Percent	Valid Percent	Cumulative Percent
Sex	Female	323	45.2	47.5	47.5
	Male	357	50.0	52.5	100.0
	Total	680	95.2	100.0	
Missing	System	34	4.8		
Total		714	100.0		
Appointment type	RTA appointment	121	16.9	17.7	17.7
	Tenure track/tenured appointment	563	78.9	82.3	100.0
	Total	684	95.8	100.0	
Missing	System	30	4.2		
Total		714	100.0		
Years at JMU	Less than 1 year	43	6.0	6.3	6.3
	Less than 2 years	37	5.2	5.4	11.7
	Less than 5 years	112	15.7	16.4	28.2
	Less than 10 years	183	25.6	26.8	55.0
	Less than 15 years	125	17.5	18.3	73.3
	Less than 20 years	84	11.8	12.3	85.6
	More than 20 years	98	13.7	14.4	100.0
	Total	682	95.5	100.0	
Missing	System	32	4.5		
Academic Rank	Instr/Lecturer	85	11.9	12.5	12.5
	Asst.Prof.	203	28.4	29.8	42.2
	Assoc.Prof.	190	26.6	27.9	70.1
	Professor	204	28.6	29.9	100.0
	Total	682	95.5	100.0	
Missing	System	32	4.5		
Total		714	100.0		
College	Arts&Letters	193	27.0	29.1	29.1
	Business	90	12.6	13.6	42.6
	Education	39	5.5	5.9	48.5
	Health&Behavior	121	16.9	18.2	66.7
	Integr Science&Eng.	56	7.8	8.4	75.2
	Science&Math.	106	14.8	16.0	91.1
	Visual&Perf.Arts	59	8.3	8.9	100.0
	Total	664	93.0	100.0	
Missing	System	50	7.0		
Total		714	100.0		

Table 57. Mean scores for all satisfaction questions by the order presented in the 2013 Survey.

Satisfaction Questions (5 = most satisfied, 1 = most dissatisfied)	Mean
How satisfied are you with your department/school's merit pay system?	2.28
How satisfied are you with the raises you have received over the last five years?	1.46
How satisfied are you with your salary?	2.10
How satisfied are you with the manner in which your performance is evaluated?	3.25
How satisfied are you with your department colleagues?	3.97
How satisfied are you with your academic unit leader (department head/ director)?	3.77
How satisfied are you with your dean?	3.32
How satisfied are you with the Provost of the University?	3.11
How satisfied are you with the President of the University?	3.43
How satisfied are you with your teaching load?	3.28
How satisfied are you with the support you receive for research or other scholarly activity?	2.74
How satisfied are you with your service load?	3.13
How satisfied are you with the classroom facilities?	3.60
How satisfied are you with your pedagogical equipment (classroom computers, audio visual equipment)?	3.91
How satisfied are you with the support you receive for classroom technology?	3.87
How satisfied are you with the technology available for your research or other scholarly activity?	3.51
How satisfied are you with the handling of student complaints?	3.33
How satisfied are you with your health benefits?	3.52
(Answer only if you participate in VRS) How satisfied are you with VRS retirement benefits?	3.43
(Answer only if you do not participate in VRS) How satisfied are you with your optional retirement s...	3.34
How satisfied are you with the University's library resources?	3.82
How satisfied are you with the library's staff and services?	4.25
How satisfied are you the support for academic freedom?	3.62
How satisfied are you with the structure of the General Education Program?	3.05
How satisfied are you with the General Education program impact on student learning?	2.87
How satisfied are you with curriculum development at JMU?	3.27
How satisfied are you with your opportunities to participate in the curriculum process at JMU?	3.44
How satisfied are you with the services provided by the Center for Faculty Innovation?	3.75
How satisfied are you with the educational value of the online instruction provided at JMU?	2.99
How satisfied are you with the support for on-line teaching provided by the Center for Instructional...	3.37
How satisfied are you with JMU's bookstore services for your students' learning?	3.08
How satisfied are you with the opportunities for your professional development?	3.14
How satisfied are you with the representation provided by the Faculty Senate?	3.41
How much progress is being made to increase the provision of instructional resources?	2.33
How much progress is being made to increase the degree of faculty control over the curriculum?	2.61
How much progress is being made to increase the provision of resources for research/scholarly activities?	2.31
How much progress is being made to demonstrate serious regard for faculty input?	2.42
Overall, how satisfied are you with your position as a JMU faculty member?	3.27
What answer do you believe the majority of JMU faculty will provide to the (last) question?	2.92
Please enter a number between 1 (lowest) and 100 (highest) that represents your overall satisfaction.	66.1

Table 58. Mean scores for all satisfaction questions in their order of dissatisfaction levels.

Satisfaction Questions (5 = most satisfied, 1 = most dissatisfied)	Mean
How satisfied are you with the raises you have received over the last five years?	1.46
How satisfied are you with your salary?	2.10
How satisfied are you with your department/school's merit pay system?	2.28
How much progress is being made to increase the provision of resources for research/scholarly activities?	2.31
How much progress is being made to increase the provision of instructional resources?	2.33
How much progress is being made to demonstrate serious regard for faculty input?	2.42
How much progress is being made to increase the degree of faculty control over the curriculum?	2.61
How satisfied are you with the support you receive for research or other scholarly activity?	2.74
How satisfied are you with the General Education program impact on student learning?	2.87
What answer do you believe the majority of JMU faculty will provide to the (last) question?	2.92
How satisfied are you with the educational value of the online instruction provided at JMU?	2.99
How satisfied are you with the structure of the General Education Program?	3.05
How satisfied are you with JMU's bookstore services for your students' learning?	3.08
How satisfied are you with the Provost of the University?	3.11
How satisfied are you with your service load?	3.13
How satisfied are you with the opportunities for your professional development?	3.14
How satisfied are you with the manner in which your performance is evaluated?	3.25
How satisfied are you with curriculum development at JMU?	3.27
Overall, how satisfied are you with your position as a JMU faculty member?	3.27
How satisfied are you with your teaching load?	3.28
How satisfied are you with your dean?	3.32
How satisfied are you with the handling of student complaints?	3.33
(Answer only if you do not participate in VRS) How satisfied are you with your optional retirement s...	3.34
How satisfied are you with the support for on-line teaching provided by the Center for Instructional Media	3.37
How satisfied are you with the representation provided by the Faculty Senate?	3.41
How satisfied are you with the President of the University?	3.43
(Answer only if you participate in VRS) How satisfied are you with VRS retirement benefits?	3.43
How satisfied are you with your opportunities to participate in the curriculum process at JMU?	3.44
How satisfied are you with the technology available for your research or other scholarly activity?	3.51
How satisfied are you with your health benefits?	3.52
How satisfied are you with the classroom facilities?	3.60
How satisfied are you the support for academic freedom?	3.62
How satisfied are you with the services provided by the Center for Faculty Innovation?	3.75
How satisfied are you with your academic unit leader (department head/ director)?	3.77
How satisfied are you with the University's library resources?	3.82
How satisfied are you with the support you receive for classroom technology?	3.87
How satisfied are you with your pedagogical equipment (classroom computers, audio visual equipment)?	3.91
How satisfied are you with your department colleagues?	3.97
How satisfied are you with the library's staff and services?	4.25

Table 59. Percentages of responses to question regarding likelihood of looking for another position in the next five years by academic rank.

		Academic Rank			
		Instr/Lecturer	Asst.Prof.	Assoc.Prof	Professor
	Very likely.	17.8%	25.9%	31.1%	25.2%
	Likely.	9.0%	31.5%	34.2%	25.2%
	Maybe yes, maybe no.	8.1%	25.4%	37.6%	28.9%
	Unlikely.	11.5%	20.8%	22.9%	44.8%
	Very unlikely.	14.8%	8.6%	19.8%	56.8%
Total		11.9%	23.7%	30.7%	33.7%

Table 60. Percentages of responses to question regarding likelihood of looking for another position in the next five years by academic rank.

		College						
		Arts&Letters	Business	Education	Health&Behavior	Integr. Science&Eng.	Science&Math.	Visual&Perf. Arts
	Very likely.	35.1%	20.6%	4.6%	12.2%	9.2%	10.7%	7.6%
	Likely.	29.1%	19.1%	1.8%	20.0%	6.4%	16.4%	7.3%
	Maybe yes, maybe no.	31.7%	8.4%	11.4%	18.0%	6.0%	16.2%	8.4%
	Unlikely.	24.2%	11.6%	4.2%	22.1%	11.6%	16.8%	9.5%
	Very unlikely.	23.8%	8.8%	1.2%	18.8%	6.2%	26.2%	15.0%
Total		29.7%	13.7%	5.5%	17.8%	7.7%	16.5%	9.1%

Table 61. Multiple comparisons for: Overall, how satisfied are you with your position as a JMU faculty member (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	-.005	.147	1.000
	Assoc.Prof.	.304	.153	.257
	Professor	.254	.154	.475
Asst.Prof.	Instr/Lecturer	.005	.147	1.000
	Assoc.Prof.	.309*	.110	.030
	Professor	.259	.112	.123
Assoc.Prof.	Instr/Lecturer	-.304	.153	.257
	Asst.Prof.	-.309*	.110	.030
	Professor	-.049	.119	.999
Professor	Instr/Lecturer	-.254	.154	.475
	Asst.Prof.	-.259	.112	.123
	Assoc.Prof.	.049	.119	.999

*. The mean difference is significant at the 0.05 level.

Table 62. Multiple comparisons for: Overall, how satisfied are you with your position as a JMU faculty member (by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.032	.159	1.000
	Education	-.441	.190	.399
	Health&Behavior	-.525*	.127	.001
	Integr.Science&Eng.	-.229	.172	.986
	Science&Math.	-.560*	.131	.001
	Visual&Perf.Arts	-.267	.165	.908
Business	Arts&Letters	-.032	.159	1.000
	Education	-.473	.220	.520
	Health&Behavior	-.557*	.169	.025
	Integr.Science&Eng.	-.261	.204	.992
	Science&Math.	-.592*	.172	.015
	Visual&Perf.Arts	-.299	.198	.951
Education	Arts&Letters	.441	.190	.399
	Business	.473	.220	.520
	Health&Behavior	-.084	.198	1.000
	Integr.Science&Eng.	.212	.229	1.000
	Science&Math.	-.119	.200	1.000
	Visual&Perf.Arts	.173	.224	1.000
Health&Behavior	Arts&Letters	.525*	.127	.001
	Business	.557*	.169	.025
	Education	.084	.198	1.000
	Integr.Science&Eng.	.295	.180	.901
	Science&Math.	-.035	.142	1.000
	Visual&Perf.Arts	.257	.174	.959
Integr.Science&Eng.	Arts&Letters	.229	.172	.986
	Business	.261	.204	.992
	Education	-.212	.229	1.000
	Health&Behavior	-.295	.180	.901
	Science&Math.	-.331	.183	.798
	Visual&Perf.Arts	-.038	.208	1.000
Science&Math.	Arts&Letters	.560*	.131	.001
	Business	.592*	.172	.015
	Education	.119	.200	1.000
	Health&Behavior	.035	.142	1.000
	Integr.Science&Eng.	.331	.183	.798
	Visual&Perf.Arts	.293	.176	.889
Visual&Perf.Arts	Arts&Letters	.267	.165	.908
	Business	.299	.198	.951
	Education	-.173	.224	1.000
	Health&Behavior	-.257	.174	.959
	Integr.Science&Eng.	.038	.208	1.000
	Science&Math.	-.293	.176	.889

*. The mean difference is significant at the 0.05 level.

Table 63. Multiple comparisons for: What answer do you believe the majority of JMU faculty will provide for the question "How satisfied are you with your position at JMU" (by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.126	.125	1.000
	Education	-.412	.149	.148
	Health&Behavior	-.443*	.099	.000
	Integr.Science&Eng.	-.424*	.126	.023
	Science&Math.	-.487*	.107	.000
	Visual&Perf.Arts	-.265	.140	.741
Business	Arts&Letters	.126	.125	1.000
	Education	-.286	.172	.890
	Health&Behavior	-.317	.131	.304
	Integr.Science&Eng.	-.299	.153	.681
	Science&Math.	-.362	.137	.175
	Visual&Perf.Arts	-.139	.165	1.000
Education	Arts&Letters	.412	.149	.148
	Business	.286	.172	.890
	Health&Behavior	-.031	.154	1.000
	Integr.Science&Eng.	-.012	.173	1.000
	Science&Math.	-.075	.159	1.000
	Visual&Perf.Arts	.147	.183	1.000
Health&Behavior	Arts&Letters	.443*	.099	.000
	Business	.317	.131	.304
	Education	.031	.154	1.000
	Integr.Science&Eng.	.018	.133	1.000
	Science&Math.	-.045	.114	1.000
	Visual&Perf.Arts	.178	.146	.995
Integr.Science&Eng.	Arts&Letters	.424*	.126	.023
	Business	.299	.153	.681
	Education	.012	.173	1.000
	Health&Behavior	-.018	.133	1.000
	Science&Math.	-.063	.138	1.000
	Visual&Perf.Arts	.159	.166	1.000
Science&Math.	Arts&Letters	.487*	.107	.000
	Business	.362	.137	.175
	Education	.075	.159	1.000
	Health&Behavior	.045	.114	1.000
	Integr.Science&Eng.	.063	.138	1.000
	Visual&Perf.Arts	.223	.151	.962
Visual&Perf.Arts	Arts&Letters	.265	.140	.741
	Business	.139	.165	1.000
	Education	-.147	.183	1.000
	Health&Behavior	-.178	.146	.995
	Integr.Science&Eng.	-.159	.166	1.000
	Science&Math.	-.223	.151	.962

*. The mean difference is significant at the 0.05 level.

Table 64. Multiple comparisons for: How satisfied are you with the raises you have received over the last five years (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	-.099	.113	.944
	Assoc.Prof.	.103	.112	.930
	Professor	.221	.108	.237
Asst.Prof.	Instr/Lecturer	.099	.113	.944
	Assoc.Prof.	.202	.081	.073
	Professor	.320*	.076	.000
Assoc.Prof.	Instr/Lecturer	-.103	.112	.930
	Asst.Prof.	-.202	.081	.073
	Professor	.117	.074	.509
Professor	Instr/Lecturer	-.221	.108	.237
	Asst.Prof.	-.320*	.076	.000
	Assoc.Prof.	-.117	.074	.509

*. The mean difference is significant at the 0.05 level.

Table 65. Multiple comparisons for: How satisfied are you with your salary (by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.133	.131	1.000
	Education	-.526	.177	.090
	Health&Behavior	-.365	.124	.071
	Integr.Science&Eng.	-.488*	.148	.029
	Science&Math.	-.384*	.123	.042
	Visual&Perf.Arts	-.285	.150	.733
Business	Arts&Letters	.133	.131	1.000
	Education	-.392	.196	.651
	Health&Behavior	-.232	.150	.936
	Integr.Science&Eng.	-.355	.170	.571
	Science&Math.	-.250	.149	.875
	Visual&Perf.Arts	-.152	.172	1.000
Education	Arts&Letters	.526	.177	.090
	Business	.392	.196	.651
	Health&Behavior	.161	.191	1.000
	Integr.Science&Eng.	.038	.208	1.000
	Science&Math.	.142	.191	1.000
	Visual&Perf.Arts	.240	.209	.998
Health&Behavior	Arts&Letters	.365	.124	.071
	Business	.232	.150	.936
	Education	-.161	.191	1.000
	Integr.Science&Eng.	-.123	.165	1.000
	Science&Math.	-.019	.143	1.000
	Visual&Perf.Arts	.080	.167	1.000
Integr.Science&Eng.	Arts&Letters	.488*	.148	.029
	Business	.355	.170	.571
	Education	-.038	.208	1.000
	Health&Behavior	.123	.165	1.000
	Science&Math.	.104	.164	1.000
	Visual&Perf.Arts	.203	.186	.999
Science&Math.	Arts&Letters	.384*	.123	.042
	Business	.250	.149	.875
	Education	-.142	.191	1.000
	Health&Behavior	.019	.143	1.000
	Integr.Science&Eng.	-.104	.164	1.000
	Visual&Perf.Arts	.098	.166	1.000
Visual&Perf.Arts	Arts&Letters	.285	.150	.733
	Business	.152	.172	1.000
	Education	-.240	.209	.998
	Health&Behavior	-.080	.167	1.000
	Integr.Science&Eng.	-.203	.186	.999
	Science&Math.	-.098	.166	1.000

*. The mean difference is significant at the 0.05 level.

Table 66. Multiple comparisons for: How satisfied are you with the handling of student complaints (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.078	.119	.987
	Assoc.Prof.	.122	.120	.894
	Professor	-.110	.121	.936
Asst.Prof.	Instr/Lecturer	-.078	.119	.987
	Assoc.Prof.	.044	.078	.994
	Professor	-.188	.080	.109
Assoc.Prof.	Instr/Lecturer	-.122	.120	.894
	Asst.Prof.	-.044	.078	.994
	Professor	-.232*	.081	.025
Professor	Instr/Lecturer	.110	.121	.936
	Asst.Prof.	.188	.080	.109
	Assoc.Prof.	.232*	.081	.025

*. The mean difference is significant at the 0.05 level.

Table 67. Multiple comparisons for: How satisfied are you with the manner in which your performance is evaluated (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	-.334	.159	.203
	Assoc.Prof.	-.361	.157	.128
	Professor	-.430*	.159	.045
Asst.Prof.	Instr/Lecturer	.334	.159	.203
	Assoc.Prof.	-.028	.117	1.000
	Professor	-.097	.121	.963
Assoc.Prof.	Instr/Lecturer	.361	.157	.128
	Asst.Prof.	.028	.117	1.000
	Professor	-.069	.118	.993
Professor	Instr/Lecturer	.430*	.159	.045
	Asst.Prof.	.097	.121	.963
	Assoc.Prof.	.069	.118	.993

*. The mean difference is significant at the 0.05 level.

Table 68. Multiple comparisons for: How satisfied are you with your department colleagues (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Assoc.Prof.	-.015	.137	1.000
	Professor	-.062	.137	.998
	Asst.Prof.	-.289	.134	.178
Asst.Prof.	Instr/Lecturer	.289	.134	.178
	Assoc.Prof.	.274*	.104	.050
	Professor	.227	.103	.159
Assoc.Prof.	Instr/Lecturer	.015	.137	1.000
	Professor	-.047	.107	.998
	Asst.Prof.	-.274*	.104	.050
Professor	Instr/Lecturer	.062	.137	.998
	Assoc.Prof.	.047	.107	.998
	Asst.Prof.	-.227	.103	.159

*. The mean difference is significant at the 0.05 level.

Table 69. Multiple comparisons for: How satisfied are you with your department colleagues (by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.019	.126	1.000
	Education	.549	.202	.172
	Health&Behavior	-.006	.114	1.000
	Integr.Science&Eng.	.393	.178	.467
	Science&Math.	-.162	.122	.986
	Visual&Perf.Arts	.307	.168	.781
Business	Arts&Letters	.019	.126	1.000
	Education	.568	.212	.178
	Health&Behavior	.014	.130	1.000
	Integr.Science&Eng.	.413	.188	.481
	Science&Math.	-.143	.137	.999
	Visual&Perf.Arts	.327	.179	.784
Education	Arts&Letters	-.549	.202	.172
	Business	-.568	.212	.178
	Health&Behavior	-.555	.205	.173
	Integr.Science&Eng.	-.156	.246	1.000
	Science&Math.	-.711*	.209	.026
	Visual&Perf.Arts	-.242	.239	1.000
Health&Behavior	Arts&Letters	.006	.114	1.000
	Business	-.014	.130	1.000
	Education	.555	.205	.173
	Integr.Science&Eng.	.399	.181	.470
	Science&Math.	-.156	.126	.994
	Visual&Perf.Arts	.313	.171	.780
Integr.Science&Eng.	Arts&Letters	-.393	.178	.467
	Business	-.413	.188	.481
	Education	.156	.246	1.000
	Health&Behavior	-.399	.181	.470
	Science&Math.	-.555	.186	.072
	Visual&Perf.Arts	-.086	.218	1.000
Science&Math.	Arts&Letters	.162	.122	.986
	Business	.143	.137	.999
	Education	.711*	.209	.026
	Health&Behavior	.156	.126	.994
	Integr.Science&Eng.	.555	.186	.072
	Visual&Perf.Arts	.469	.176	.171
Visual&Perf.Arts	Arts&Letters	-.307	.168	.781
	Business	-.327	.179	.784
	Education	.242	.239	1.000
	Health&Behavior	-.313	.171	.780
	Integr.Science&Eng.	.086	.218	1.000
	Science&Math.	-.469	.176	.171

*. The mean difference is significant at the 0.05 level.

Table 70. Multiple comparisons for: How satisfied are you with your academic unit leader (department head/director, by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.184	.182	1.000
	Education	.517	.240	.524
	Health&Behavior	-.077	.156	1.000
	Integr.Science&Eng.	.062	.214	1.000
	Science&Math.	-.364	.154	.333
	Visual&Perf.Arts	-.091	.184	1.000
Business	Arts&Letters	.184	.182	1.000
	Education	.702	.255	.147
	Health&Behavior	.107	.179	1.000
	Integr.Science&Eng.	.246	.232	.999
	Science&Math.	-.180	.178	1.000
	Visual&Perf.Arts	.093	.204	1.000
Education	Arts&Letters	-.517	.240	.524
	Business	-.702	.255	.147
	Health&Behavior	-.595	.237	.272
	Integr.Science&Eng.	-.456	.279	.907
	Science&Math.	-.881*	.237	.009
	Visual&Perf.Arts	-.608	.257	.355
Health&Behavior	Arts&Letters	.077	.156	1.000
	Business	-.107	.179	1.000
	Education	.595	.237	.272
	Integr.Science&Eng.	.139	.212	1.000
	Science&Math.	-.287	.151	.721
	Visual&Perf.Arts	-.014	.181	1.000
Integr.Science&Eng.	Arts&Letters	-.062	.214	1.000
	Business	-.246	.232	.999
	Education	.456	.279	.907
	Health&Behavior	-.139	.212	1.000
	Science&Math.	-.426	.211	.632
	Visual&Perf.Arts	-.153	.234	1.000
Science&Math.	Arts&Letters	.364	.154	.333
	Business	.180	.178	1.000
	Education	.881*	.237	.009
	Health&Behavior	.287	.151	.721
	Integr.Science&Eng.	.426	.211	.632
	Visual&Perf.Arts	.273	.180	.950
Visual&Perf.Arts	Arts&Letters	.091	.184	1.000
	Business	-.093	.204	1.000
	Education	.608	.257	.355
	Health&Behavior	.014	.181	1.000
	Integr.Science&Eng.	.153	.234	1.000
	Science&Math.	-.273	.180	.950

*. The mean difference is significant at the 0.05 level.

Table 71. Multiple comparisons for: How satisfied are you with your dean (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	-.314	.155	.239
	Assoc.Prof.	.032	.162	1.000
	Professor	.056	.162	1.000
Asst.Prof.	Instr/Lecturer	.314	.155	.239
	Assoc.Prof.	.346*	.123	.030
	Professor	.370*	.123	.017
Assoc.Prof.	Instr/Lecturer	-.032	.162	1.000
	Asst.Prof.	-.346*	.123	.030
	Professor	.024	.131	1.000
Professor	Instr/Lecturer	-.056	.162	1.000
	Asst.Prof.	-.370*	.123	.017
	Assoc.Prof.	-.024	.131	1.000

*. The mean difference is significant at the 0.05 level.

Table 72. Multiple comparisons for: How satisfied are you with your dean (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.567*	.156	.007
	Education	.468	.255	.797
	Health&Behavior	.136	.135	1.000
	Integr.Science&Eng.	-.116	.188	1.000
	Science&Math.	.073	.149	1.000
	Visual&Perf.Arts	.900*	.194	.000
Business	Arts&Letters	-.567*	.156	.007
	Education	-.099	.271	1.000
	Health&Behavior	-.431	.163	.171
	Integr.Science&Eng.	-.683*	.209	.030
	Science&Math.	-.493	.174	.103
	Visual&Perf.Arts	.334	.214	.935
Education	Arts&Letters	-.468	.255	.797
	Business	.099	.271	1.000
	Health&Behavior	-.331	.260	.992
	Integr.Science&Eng.	-.584	.291	.649
	Science&Math.	-.394	.267	.963
	Visual&Perf.Arts	.433	.295	.964
Health&Behavior	Arts&Letters	-.136	.135	1.000
	Business	.431	.163	.171
	Education	.331	.260	.992
	Integr.Science&Eng.	-.252	.194	.990
	Science&Math.	-.063	.156	1.000
	Visual&Perf.Arts	.764*	.200	.005
Integr.Science&Eng.	Arts&Letters	.116	.188	1.000
	Business	.683*	.209	.030
	Education	.584	.291	.649
	Health&Behavior	.252	.194	.990
	Science&Math.	.190	.204	1.000
	Visual&Perf.Arts	1.017*	.239	.001
Science&Math.	Arts&Letters	-.073	.149	1.000
	Business	.493	.174	.103
	Education	.394	.267	.963
	Health&Behavior	.063	.156	1.000
	Integr.Science&Eng.	-.190	.204	1.000
	Visual&Perf.Arts	.827*	.209	.003
Visual&Perf.Arts	Arts&Letters	-.900*	.194	.000
	Business	-.334	.214	.935
	Education	-.433	.295	.964
	Health&Behavior	-.764*	.200	.005
	Integr.Science&Eng.	-1.017*	.239	.001
	Science&Math.	-.827*	.209	.003

*. The mean difference is significant at the 0.05 level.

Table 73. Multiple comparisons for: How satisfied are you with the Provost of the University (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.029	.141	1.000
	Education	-.587*	.179	.037
	Health&Behavior	-.596*	.129	.000
	Integr.Science&Eng.	-.312	.155	.636
	Science&Math.	-.365*	.118	.047
	Visual&Perf.Arts	-.219	.134	.905
Business	Arts&Letters	.029	.141	1.000
	Education	-.558	.203	.146
	Health&Behavior	-.568*	.161	.011
	Integr.Science&Eng.	-.283	.183	.938
	Science&Math.	-.336	.153	.466
	Visual&Perf.Arts	-.190	.166	.998
Education	Arts&Letters	.587*	.179	.037
	Business	.558	.203	.146
	Health&Behavior	-.009	.195	1.000
	Integr.Science&Eng.	.275	.213	.991
	Science&Math.	.222	.188	.997
	Visual&Perf.Arts	.368	.199	.772
Health&Behavior	Arts&Letters	.596*	.129	.000
	Business	.568*	.161	.011
	Education	.009	.195	1.000
	Integr.Science&Eng.	.285	.173	.898
	Science&Math.	.232	.142	.898
	Visual&Perf.Arts	.378	.155	.291
Integr.Science&Eng.	Arts&Letters	.312	.155	.636
	Business	.283	.183	.938
	Education	-.275	.213	.991
	Health&Behavior	-.285	.173	.898
	Science&Math.	-.053	.165	1.000
	Visual&Perf.Arts	.093	.177	1.000
Science&Math.	Arts&Letters	.365*	.118	.047
	Business	.336	.153	.466
	Education	-.222	.188	.997
	Health&Behavior	-.232	.142	.898
	Integr.Science&Eng.	.053	.165	1.000
	Visual&Perf.Arts	.146	.147	1.000
Visual&Perf.Arts	Arts&Letters	.219	.134	.905
	Business	.190	.166	.998
	Education	-.368	.199	.772
	Health&Behavior	-.378	.155	.291
	Integr.Science&Eng.	-.093	.177	1.000
	Science&Math.	-.146	.147	1.000

*. The mean difference is significant at the 0.05 level.

Table 74. Multiple comparisons for: How satisfied are you with the President of the University (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.165	.107	.554
	Assoc.Prof.	.373*	.112	.006
	Professor	.273	.117	.119
Asst.Prof.	Instr/Lecturer	-.165	.107	.554
	Assoc.Prof.	.208*	.078	.048
	Professor	.108	.086	.758
Assoc.Prof.	Instr/Lecturer	-.373*	.112	.006
	Asst.Prof.	-.208*	.078	.048
	Professor	-.101	.091	.849
Professor	Instr/Lecturer	-.273	.117	.119
	Asst.Prof.	-.108	.086	.758
	Assoc.Prof.	.101	.091	.849

*. The mean difference is significant at the 0.05 level.

Table 75. Multiple comparisons for: How satisfied are you with the President of the University (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.222	.114	.688
	Education	-.561*	.130	.001
	Health&Behavior	-.459*	.098	.000
	Integr.Science&Eng.	.075	.112	1.000
	Science&Math.	-.342*	.101	.017
	Visual&Perf.Arts	-.326	.127	.224
Business	Arts&Letters	.222	.114	.688
	Education	-.339	.150	.426
	Health&Behavior	-.237	.123	.703
	Integr.Science&Eng.	.297	.135	.466
	Science&Math.	-.120	.126	1.000
	Visual&Perf.Arts	-.104	.148	1.000
Education	Arts&Letters	.561*	.130	.001
	Business	.339	.150	.426
	Health&Behavior	.102	.138	1.000
	Integr.Science&Eng.	.636*	.148	.001
	Science&Math.	.219	.140	.935
	Visual&Perf.Arts	.235	.160	.963
Health&Behavior	Arts&Letters	.459*	.098	.000
	Business	.237	.123	.703
	Education	-.102	.138	1.000
	Integr.Science&Eng.	.535*	.121	.000
	Science&Math.	.117	.111	.999
	Visual&Perf.Arts	.133	.135	1.000
Integr.Science&Eng.	Arts&Letters	-.075	.112	1.000
	Business	-.297	.135	.466
	Education	-.636*	.148	.001
	Health&Behavior	-.535*	.121	.000
	Science&Math.	-.418*	.124	.021
	Visual&Perf.Arts	-.401	.146	.138
Science&Math.	Arts&Letters	.342*	.101	.017
	Business	.120	.126	1.000
	Education	-.219	.140	.935
	Health&Behavior	-.117	.111	.999
	Integr.Science&Eng.	.418*	.124	.021
	Visual&Perf.Arts	.016	.138	1.000
Visual&Perf.Arts	Arts&Letters	.326	.127	.224
	Business	.104	.148	1.000
	Education	-.235	.160	.963
	Health&Behavior	-.133	.135	1.000
	Integr.Science&Eng.	.401	.146	.138
	Science&Math.	-.016	.138	1.000

*. The mean difference is significant at the 0.05 level.

Table 76. Multiple comparisons for: How satisfied are you with your teaching load by (academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.359	.156	.126
	Assoc.Prof.	.257	.155	.467
	Professor	.115	.153	.974
Asst.Prof.	Instr/Lecturer	-.359	.156	.126
	Assoc.Prof.	-.103	.113	.934
	Professor	-.244	.111	.161
Assoc.Prof.	Instr/Lecturer	-.257	.155	.467
	Asst.Prof.	.103	.113	.934
	Professor	-.142	.110	.737
Professor	Instr/Lecturer	-.115	.153	.974
	Asst.Prof.	.244	.111	.161
	Assoc.Prof.	.142	.110	.737

Table 77. Multiple comparisons for: How satisfied are you with the support you receive for research or other scholarly activity (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.353	.137	.062
	Assoc.Prof.	.404*	.135	.019
	Professor	.135	.137	.906
Asst.Prof.	Instr/Lecturer	-.353	.137	.062
	Assoc.Prof.	.051	.114	.998
	Professor	-.217	.117	.327
Assoc.Prof.	Instr/Lecturer	-.404*	.135	.019
	Asst.Prof.	-.051	.114	.998
	Professor	-.269	.115	.114
Professor	Instr/Lecturer	-.135	.137	.906
	Asst.Prof.	.217	.117	.327
	Assoc.Prof.	.269	.115	.114

*. The mean difference is significant at the 0.05 level.

Table 78. Multiple comparisons for: How satisfied are you with the support you receive for research or other scholarly activity (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.026	.144	1.000
	Education	.356	.198	.817
	Health&Behavior	-.163	.133	.994
	Integr Science&Eng.	.020	.179	1.000
	Science&Math.	-.554*	.129	.001
	Visual&Perf.Arts	.290	.164	.825
Business	Arts&Letters	.026	.144	1.000
	Education	.381	.217	.837
	Health&Behavior	-.138	.160	1.000
	Integr Science&Eng.	.046	.200	1.000
	Science&Math.	-.528*	.157	.019
	Visual&Perf.Arts	.316	.187	.870
Education	Arts&Letters	-.356	.198	.817
	Business	-.381	.217	.837
	Health&Behavior	-.519	.209	.282
	Integr Science&Eng.	-.335	.241	.979
	Science&Math.	-.909*	.207	.001
	Visual&Perf.Arts	-.065	.230	1.000
Health&Behavior	Arts&Letters	.163	.133	.994
	Business	.138	.160	1.000
	Education	.519	.209	.282
	Integr Science&Eng.	.184	.192	1.000
	Science&Math.	-.391	.146	.157
	Visual&Perf.Arts	.454	.178	.221
Integr Science&Eng.	Arts&Letters	-.020	.179	1.000
	Business	-.046	.200	1.000
	Education	.335	.241	.979
	Health&Behavior	-.184	.192	1.000
	Science&Math.	-.574	.189	.063
	Visual&Perf.Arts	.270	.214	.993
Science&Math.	Arts&Letters	.554*	.129	.001
	Business	.528*	.157	.019
	Education	.909*	.207	.001
	Health&Behavior	.391	.146	.157
	Integr Science&Eng.	.574	.189	.063
	Visual&Perf.Arts	.844*	.175	.000
Visual&Perf.Arts	Arts&Letters	-.290	.164	.825
	Business	-.316	.187	.870
	Education	.065	.230	1.000
	Health&Behavior	-.454	.178	.221
	Integr Science&Eng.	-.270	.214	.993
	Science&Math.	-.844*	.175	.000

*. The mean difference is significant at the 0.05 level.

Table 79. Multiple comparisons for: How satisfied are you with your teaching load (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.237	.145	.899
	Education	.950*	.202	.000
	Health&Behavior	.043	.133	1.000
	Integr.Science&Eng.	.313	.167	.754
	Science&Math.	-.130	.116	.998
	Visual&Perf.Arts	.760*	.161	.000
Business	Arts&Letters	-.237	.145	.899
	Education	.713*	.224	.044
	Health&Behavior	-.195	.165	.997
	Integr.Science&Eng.	.075	.193	1.000
	Science&Math.	-.367	.151	.291
	Visual&Perf.Arts	.522	.188	.125
Education	Arts&Letters	-.950*	.202	.000
	Business	-.713*	.224	.044
	Health&Behavior	-.908*	.216	.002
	Integr.Science&Eng.	-.638	.239	.176
	Science&Math.	-1.080*	.206	.000
	Visual&Perf.Arts	-.191	.235	1.000
Health&Behavior	Arts&Letters	-.043	.133	1.000
	Business	.195	.165	.997
	Education	.908*	.216	.002
	Integr.Science&Eng.	.270	.184	.963
	Science&Math.	-.172	.140	.994
	Visual&Perf.Arts	.717*	.179	.002
Integr.Science&Eng.	Arts&Letters	-.313	.167	.754
	Business	-.075	.193	1.000
	Education	.638	.239	.176
	Health&Behavior	-.270	.184	.963
	Science&Math.	-.442	.172	.222
	Visual&Perf.Arts	.447	.206	.492
Science&Math.	Arts&Letters	.130	.116	.998
	Business	.367	.151	.291
	Education	1.080*	.206	.000
	Health&Behavior	.172	.140	.994
	Integr.Science&Eng.	.442	.172	.222
	Visual&Perf.Arts	.889*	.167	.000
Visual&Perf.Arts	Arts&Letters	-.760*	.161	.000
	Business	-.522	.188	.125
	Education	.191	.235	1.000
	Health&Behavior	-.717*	.179	.002
	Integr.Science&Eng.	-.447	.206	.492
	Science&Math.	-.889*	.167	.000

*. The mean difference is significant at the 0.05 level.

Table 80. Multiple comparisons for: How satisfied are you with your service load by (academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.157	.126	.766
	Assoc.Prof.	.578*	.133	.000
	Professor	.226	.129	.396
Asst.Prof.	Instr/Lecturer	-.157	.126	.766
	Assoc.Prof.	.421*	.108	.001
	Professor	.070	.103	.984
Assoc.Prof.	Instr/Lecturer	-.578*	.133	.000
	Asst.Prof.	-.421*	.108	.001
	Professor	-.351*	.111	.010
Professor	Instr/Lecturer	-.226	.129	.396
	Asst.Prof.	-.070	.103	.984
	Assoc.Prof.	.351*	.111	.010

*. The mean difference is significant at the 0.05 level.

Table 81. Multiple comparisons for: How satisfied are you with your service load by colleges (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.223	.131	.860
	Education	-.195	.186	.999
	Health&Behavior	-.229	.127	.792
	Integr.Science&Eng.	.189	.175	.999
	Science&Math.	-.376*	.119	.037
	Visual&Perf.Arts	.231	.163	.974
Business	Arts&Letters	.223	.131	.860
	Education	.028	.199	1.000
	Health&Behavior	-.006	.145	1.000
	Integr.Science&Eng.	.412	.189	.491
	Science&Math.	-.153	.139	.999
	Visual&Perf.Arts	.454	.177	.222
Education	Arts&Letters	.195	.186	.999
	Business	-.028	.199	1.000
	Health&Behavior	-.035	.197	1.000
	Integr.Science&Eng.	.384	.231	.891
	Science&Math.	-.182	.192	1.000
	Visual&Perf.Arts	.425	.222	.716
Health&Behavior	Arts&Letters	.229	.127	.792
	Business	.006	.145	1.000
	Education	.035	.197	1.000
	Integr.Science&Eng.	.418	.187	.439
	Science&Math.	-.147	.135	.999
	Visual&Perf.Arts	.460	.175	.184
Integr.Science&Eng.	Arts&Letters	-.189	.175	.999
	Business	-.412	.189	.491
	Education	-.384	.231	.891
	Health&Behavior	-.418	.187	.439
	Science&Math.	-.565	.181	.050
	Visual&Perf.Arts	.042	.213	1.000
Science&Math.	Arts&Letters	.376*	.119	.037
	Business	.153	.139	.999
	Education	.182	.192	1.000
	Health&Behavior	.147	.135	.999
	Integr.Science&Eng.	.565	.181	.050
	Visual&Perf.Arts	.607*	.169	.011
Visual&Perf.Arts	Arts&Letters	-.231	.163	.974
	Business	-.454	.177	.222
	Education	-.425	.222	.716
	Health&Behavior	-.460	.175	.184
	Integr.Science&Eng.	-.042	.213	1.000
	Science&Math.	-.607*	.169	.011

*. The mean difference is significant at the 0.05 level.

Table 82. Multiple comparisons for: How satisfied are you with your pedagogical equipment (classroom computers, audio visual equipment) (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.033	.103	1.000
	Education	-.144	.153	1.000
	Health&Behavior	-.084	.098	1.000
	Integr.Science&Eng.	.075	.143	1.000
	Science&Math.	-.001	.113	1.000
	Visual&Perf.Arts	.492	.159	.055
Business	Arts&Letters	-.033	.103	1.000
	Education	-.177	.161	.999
	Health&Behavior	-.117	.110	.999
	Integr.Science&Eng.	.043	.152	1.000
	Science&Math.	-.034	.123	1.000
	Visual&Perf.Arts	.459	.166	.137
Education	Arts&Letters	.144	.153	1.000
	Business	.177	.161	.999
	Health&Behavior	.060	.158	1.000
	Integr.Science&Eng.	.220	.190	.998
	Science&Math.	.143	.168	1.000
	Visual&Perf.Arts	.636*	.202	.044
Health&Behavior	Arts&Letters	.084	.098	1.000
	Business	.117	.110	.999
	Education	-.060	.158	1.000
	Integr.Science&Eng.	.159	.149	.999
	Science&Math.	.083	.120	1.000
	Visual&Perf.Arts	.576*	.164	.014
Integr.Science&Eng.	Arts&Letters	-.075	.143	1.000
	Business	-.043	.152	1.000
	Education	-.220	.190	.998
	Health&Behavior	-.159	.149	.999
	Science&Math.	-.077	.159	1.000
	Visual&Perf.Arts	.416	.194	.518
Science&Math.	Arts&Letters	.001	.113	1.000
	Business	.034	.123	1.000
	Education	-.143	.168	1.000
	Health&Behavior	-.083	.120	1.000
	Integr.Science&Eng.	.077	.159	1.000
	Visual&Perf.Arts	.493	.173	.104
Visual&Perf.Arts	Arts&Letters	-.492	.159	.055
	Business	-.459	.166	.137
	Education	-.636*	.202	.044
	Health&Behavior	-.576*	.164	.014
	Integr.Science&Eng.	-.416	.194	.518
	Science&Math.	-.493	.173	.104

*. The mean difference is significant at the 0.05 level.

Table 83. Multiple comparisons for: How satisfied are you with the support you receive for classroom technology (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.055	.105	1.000
	Education	-.135	.176	1.000
	Health&Behavior	-.126	.105	.996
	Integr.Science&Eng.	.011	.128	1.000
	Science&Math.	.077	.114	1.000
	Visual&Perf.Arts	.425	.149	.111
Business	Arts&Letters	.055	.105	1.000
	Education	-.080	.185	1.000
	Health&Behavior	-.071	.119	1.000
	Integr.Science&Eng.	.066	.140	1.000
	Science&Math.	.132	.127	.999
	Visual&Perf.Arts	.480	.159	.067
Education	Arts&Letters	.135	.176	1.000
	Business	.080	.185	1.000
	Health&Behavior	.008	.184	1.000
	Integr.Science&Eng.	.145	.199	1.000
	Science&Math.	.212	.190	.999
	Visual&Perf.Arts	.559	.213	.195
Health&Behavior	Arts&Letters	.126	.105	.996
	Business	.071	.119	1.000
	Education	-.008	.184	1.000
	Integr.Science&Eng.	.137	.139	1.000
	Science&Math.	.203	.126	.909
	Visual&Perf.Arts	.551*	.159	.016
Integr.Science&Eng.	Arts&Letters	-.011	.128	1.000
	Business	-.066	.140	1.000
	Education	-.145	.199	1.000
	Health&Behavior	-.137	.139	1.000
	Science&Math.	.066	.146	1.000
	Visual&Perf.Arts	.414	.175	.344
Science&Math.	Arts&Letters	-.077	.114	1.000
	Business	-.132	.127	.999
	Education	-.212	.190	.999
	Health&Behavior	-.203	.126	.909
	Integr.Science&Eng.	-.066	.146	1.000
	Visual&Perf.Arts	.348	.165	.548
Visual&Perf.Arts	Arts&Letters	-.425	.149	.111
	Business	-.480	.159	.067
	Education	-.559	.213	.195
	Health&Behavior	-.551*	.159	.016
	Integr.Science&Eng.	-.414	.175	.344
	Science&Math.	-.348	.165	.548

*. The mean difference is significant at the 0.05 level.

Table 84. Multiple comparisons for: How satisfied are you with the technology available for your research or other scholarly activity (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.018	.120	1.000
	Education	.044	.178	1.000
	Health&Behavior	.099	.106	1.000
	Integr.Science&Eng.	.450	.162	.133
	Science&Math.	-.216	.103	.549
	Visual&Perf.Arts	.316	.142	.456
Business	Arts&Letters	-.018	.120	1.000
	Education	.027	.197	1.000
	Health&Behavior	.081	.136	1.000
	Integr.Science&Eng.	.432	.182	.340
	Science&Math.	-.234	.133	.830
	Visual&Perf.Arts	.298	.165	.799
Education	Arts&Letters	-.044	.178	1.000
	Business	-.027	.197	1.000
	Health&Behavior	.054	.189	1.000
	Integr.Science&Eng.	.406	.225	.806
	Science&Math.	-.261	.188	.980
	Visual&Perf.Arts	.271	.211	.991
Health&Behavior	Arts&Letters	-.099	.106	1.000
	Business	-.081	.136	1.000
	Education	-.054	.189	1.000
	Integr.Science&Eng.	.351	.174	.629
	Science&Math.	-.315	.121	.191
	Visual&Perf.Arts	.217	.156	.978
Integr.Science&Eng.	Arts&Letters	-.450	.162	.133
	Business	-.432	.182	.340
	Education	-.406	.225	.806
	Health&Behavior	-.351	.174	.629
	Science&Math.	-.666*	.172	.004
	Visual&Perf.Arts	-.134	.198	1.000
Science&Math.	Arts&Letters	.216	.103	.549
	Business	.234	.133	.830
	Education	.261	.188	.980
	Health&Behavior	.315	.121	.191
	Integr.Science&Eng.	.666*	.172	.004
	Visual&Perf.Arts	.532*	.154	.016
Visual&Perf.Arts	Arts&Letters	-.316	.142	.456
	Business	-.298	.165	.799
	Education	-.271	.211	.991
	Health&Behavior	-.217	.156	.978
	Integr.Science&Eng.	.134	.198	1.000
	Science&Math.	-.532*	.154	.016

*. The mean difference is significant at the 0.05 level.

Table 85. Multiple comparisons for: How satisfied are you with your health benefits (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.086	.124	.982
	Assoc.Prof.	.251	.124	.241
	Professor	.355*	.128	.038
Asst.Prof.	Instr/Lecturer	-.086	.124	.982
	Assoc.Prof.	.166	.096	.412
	Professor	.269*	.101	.048
Assoc.Prof.	Instr/Lecturer	-.251	.124	.241
	Asst.Prof.	-.166	.096	.412
	Professor	.104	.102	.892
Professor	Instr/Lecturer	-.355*	.128	.038
	Asst.Prof.	-.269*	.101	.048
	Assoc.Prof.	-.104	.102	.892

*. The mean difference is significant at the 0.05 level.

Table 86. Multiple comparisons for: How satisfied are you with your health benefits (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.377	.131	.089
	Education	-.341	.169	.645
	Health&Behavior	-.469*	.110	.001
	Integr.Science&Eng.	-.318	.145	.485
	Science&Math.	-.254	.119	.521
	Visual&Perf.Arts	.037	.164	1.000
Business	Arts&Letters	.377	.131	.089
	Education	.036	.183	1.000
	Health&Behavior	-.092	.130	1.000
	Integr.Science&Eng.	.059	.161	1.000
	Science&Math.	.123	.138	1.000
	Visual&Perf.Arts	.414	.178	.368
Education	Arts&Letters	.341	.169	.645
	Business	-.036	.183	1.000
	Health&Behavior	-.128	.169	1.000
	Integr.Science&Eng.	.023	.194	1.000
	Science&Math.	.087	.175	1.000
	Visual&Perf.Arts	.378	.208	.791
Health&Behavior	Arts&Letters	.469*	.110	.001
	Business	.092	.130	1.000
	Education	.128	.169	1.000
	Integr.Science&Eng.	.151	.145	.999
	Science&Math.	.215	.119	.788
	Visual&Perf.Arts	.507	.163	.052
Integr.Science&Eng.	Arts&Letters	.318	.145	.485
	Business	-.059	.161	1.000
	Education	-.023	.194	1.000
	Health&Behavior	-.151	.145	.999
	Science&Math.	.064	.152	1.000
	Visual&Perf.Arts	.355	.189	.743
Science&Math.	Arts&Letters	.254	.119	.521
	Business	-.123	.138	1.000
	Education	-.087	.175	1.000
	Health&Behavior	-.215	.119	.788
	Integr.Science&Eng.	-.064	.152	1.000
	Visual&Perf.Arts	.291	.170	.860
Visual&Perf.Arts	Arts&Letters	-.037	.164	1.000
	Business	-.414	.178	.368
	Education	-.378	.208	.791
	Health&Behavior	-.507	.163	.052
	Integr.Science&Eng.	-.355	.189	.743
	Science&Math.	-.291	.170	.860

*. The mean difference is significant at the 0.05 level.

Table 87. Multiple comparisons for: How satisfied are you with the University's library resources (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.339	.129	.056
	Assoc.Prof.	.316	.129	.089
	Professor	.111	.125	.941
Asst.Prof.	Instr/Lecturer	-.339	.129	.056
	Assoc.Prof.	-.023	.094	1.000
	Professor	-.228	.089	.063
Assoc.Prof.	Instr/Lecturer	-.316	.129	.089
	Asst.Prof.	.023	.094	1.000
	Professor	-.205	.089	.122
Professor	Instr/Lecturer	-.111	.125	.941
	Asst.Prof.	.228	.089	.063
	Assoc.Prof.	.205	.089	.122

Table 88. Multiple comparisons for: How satisfied are you with the University's library resources (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.167	.115	.965
	Education	-.292	.167	.848
	Health&Behavior	-.444*	.110	.001
	Integr.Science&Eng.	-.430*	.120	.010
	Science&Math.	-.338	.111	.055
	Visual&Perf.Arts	-.039	.132	1.000
Business	Arts&Letters	.167	.115	.965
	Education	-.125	.175	1.000
	Health&Behavior	-.277	.121	.396
	Integr.Science&Eng.	-.263	.131	.631
	Science&Math.	-.170	.123	.979
	Visual&Perf.Arts	.129	.142	1.000
Education	Arts&Letters	.292	.167	.848
	Business	.125	.175	1.000
	Health&Behavior	-.152	.171	1.000
	Integr.Science&Eng.	-.138	.178	1.000
	Science&Math.	-.045	.173	1.000
	Visual&Perf.Arts	.253	.187	.984
Health&Behavior	Arts&Letters	.444*	.110	.001
	Business	.277	.121	.396
	Education	.152	.171	1.000
	Integr.Science&Eng.	.014	.126	1.000
	Science&Math.	.107	.118	1.000
	Visual&Perf.Arts	.406	.137	.076
Integr.Science&Eng.	Arts&Letters	.430*	.120	.010
	Business	.263	.131	.631
	Education	.138	.178	1.000
	Health&Behavior	-.014	.126	1.000
	Science&Math.	.093	.127	1.000
	Visual&Perf.Arts	.392	.146	.160
Science&Math.	Arts&Letters	.338	.111	.055
	Business	.170	.123	.979
	Education	.045	.173	1.000
	Health&Behavior	-.107	.118	1.000
	Integr.Science&Eng.	-.093	.127	1.000
	Visual&Perf.Arts	.299	.139	.508
Visual&Perf.Arts	Arts&Letters	.039	.132	1.000
	Business	-.129	.142	1.000
	Education	-.253	.187	.984
	Health&Behavior	-.406	.137	.076
	Integr.Science&Eng.	-.392	.146	.160
	Science&Math.	-.299	.139	.508

*. The mean difference is significant at the 0.05 level.

Table 89. Multiple comparisons for: How satisfied are you the support for academic freedom (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.200	.121	.472
	Assoc.Prof.	.220	.118	.336
	Professor	.368*	.127	.026
Asst.Prof.	Instr/Lecturer	-.200	.121	.472
	Assoc.Prof.	.020	.085	1.000
	Professor	.168	.097	.405
Assoc.Prof.	Instr/Lecturer	-.220	.118	.336
	Asst.Prof.	-.020	.085	1.000
	Professor	.148	.093	.512
Professor	Instr/Lecturer	-.368*	.127	.026
	Asst.Prof.	-.168	.097	.405
	Assoc.Prof.	-.148	.093	.512

*. The mean difference is significant at the 0.05 level.

Table 90. Multiple comparisons for: How satisfied are you with the structure of the General Education Program (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.176	.129	.688
	Assoc.Prof.	.355*	.132	.047
	Professor	.397*	.132	.018
Asst.Prof.	Instr/Lecturer	-.176	.129	.688
	Assoc.Prof.	.179	.097	.341
	Professor	.221	.098	.136
Assoc.Prof.	Instr/Lecturer	-.355*	.132	.047
	Asst.Prof.	-.179	.097	.341
	Professor	.043	.101	.999
Professor	Instr/Lecturer	-.397*	.132	.018
	Asst.Prof.	-.221	.098	.136
	Assoc.Prof.	-.043	.101	.999

*. The mean difference is significant at the 0.05 level.

Table 91. Multiple comparisons for: How satisfied are you with the structure of the General Education Program (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.065	.135	1.000
	Education	.140	.151	1.000
	Health&Behavior	-.289	.111	.187
	Integr.Science&Eng.	.170	.157	.999
	Science&Math.	-.207	.125	.884
	Visual&Perf.Arts	-.147	.133	.999
Business	Arts&Letters	-.065	.135	1.000
	Education	.076	.169	1.000
	Health&Behavior	-.354	.134	.178
	Integr.Science&Eng.	.106	.174	1.000
	Science&Math.	-.272	.146	.749
	Visual&Perf.Arts	-.212	.153	.980
Education	Arts&Letters	-.140	.151	1.000
	Business	-.076	.169	1.000
	Health&Behavior	-.429	.151	.119
	Integr.Science&Eng.	.030	.187	1.000
	Science&Math.	-.348	.161	.518
	Visual&Perf.Arts	-.287	.168	.865
Health&Behavior	Arts&Letters	.289	.111	.187
	Business	.354	.134	.178
	Education	.429	.151	.119
	Integr.Science&Eng.	.459	.157	.086
	Science&Math.	.082	.124	1.000
	Visual&Perf.Arts	.142	.133	.999
Integr.Science&Eng.	Arts&Letters	-.170	.157	.999
	Business	-.106	.174	1.000
	Education	-.030	.187	1.000
	Health&Behavior	-.459	.157	.086
	Science&Math.	-.377	.167	.418
	Visual&Perf.Arts	-.317	.173	.782
Science&Math.	Arts&Letters	.207	.125	.884
	Business	.272	.146	.749
	Education	.348	.161	.518
	Health&Behavior	-.082	.124	1.000
	Integr.Science&Eng.	.377	.167	.418
	Visual&Perf.Arts	.060	.144	1.000
Visual&Perf.Arts	Arts&Letters	.147	.133	.999
	Business	.212	.153	.980
	Education	.287	.168	.865
	Health&Behavior	-.142	.133	.999
	Integr.Science&Eng.	.317	.173	.782
	Science&Math.	-.060	.144	1.000

Table 92. Multiple comparisons for: How satisfied are you with the General Education program impact on student learning (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.270	.120	.142
	Assoc.Prof.	.337*	.123	.040
	Professor	.390*	.123	.011
Asst.Prof.	Instr/Lecturer	-.270	.120	.142
	Assoc.Prof.	.066	.095	.981
	Professor	.119	.096	.761
Assoc.Prof.	Instr/Lecturer	-.337*	.123	.040
	Asst.Prof.	-.066	.095	.981
	Professor	.053	.100	.995
Professor	Instr/Lecturer	-.390*	.123	.011
	Asst.Prof.	-.119	.096	.761
	Assoc.Prof.	-.053	.100	.995

*. The mean difference is significant at the 0.05 level.

Table 93. Multiple comparisons for: How satisfied are you with curriculum development at James Madison (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.046	.110	.999
	Assoc.Prof.	.178	.111	.509
	Professor	.268	.114	.117
Asst.Prof.	Instr/Lecturer	-.046	.110	.999
	Assoc.Prof.	.132	.081	.480
	Professor	.222	.085	.056
Assoc.Prof.	Instr/Lecturer	-.178	.111	.509
	Asst.Prof.	-.132	.081	.480
	Professor	.090	.086	.881
Professor	Instr/Lecturer	-.268	.114	.117
	Asst.Prof.	-.222	.085	.056
	Assoc.Prof.	-.090	.086	.881

Table 94. Multiple comparisons for: How satisfied are you with curriculum development at James Madison (by college)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.138	.112	.995
	Education	.504	.165	.074
	Health&Behavior	-.134	.095	.973
	Integr.Science&Eng.	-.009	.141	1.000
	Science&Math.	-.118	.093	.992
	Visual&Perf.Arts	.004	.122	1.000
Business	Arts&Letters	.138	.112	.995
	Education	.642*	.181	.015
	Health&Behavior	.004	.121	1.000
	Integr.Science&Eng.	.129	.160	1.000
	Science&Math.	.020	.119	1.000
	Visual&Perf.Arts	.142	.143	1.000
Education	Arts&Letters	-.504	.165	.074
	Business	-.642*	.181	.015
	Health&Behavior	-.638*	.171	.009
	Integr.Science&Eng.	-.513	.200	.229
	Science&Math.	-.622*	.170	.012
	Visual&Perf.Arts	-.500	.187	.178
Health&Behavior	Arts&Letters	.134	.095	.973
	Business	-.004	.121	1.000
	Education	.638*	.171	.009
	Integr.Science&Eng.	.125	.148	1.000
	Science&Math.	.016	.103	1.000
	Visual&Perf.Arts	.138	.130	.999
Integr.Science&Eng.	Arts&Letters	.009	.141	1.000
	Business	-.129	.160	1.000
	Education	.513	.200	.229
	Health&Behavior	-.125	.148	1.000
	Science&Math.	-.109	.147	1.000
	Visual&Perf.Arts	.013	.166	1.000
Science&Math.	Arts&Letters	.118	.093	.992
	Business	-.020	.119	1.000
	Education	.622*	.170	.012
	Health&Behavior	-.016	.103	1.000
	Integr.Science&Eng.	.109	.147	1.000
	Visual&Perf.Arts	.122	.128	1.000
Visual&Perf.Arts	Arts&Letters	-.004	.122	1.000
	Business	-.142	.143	1.000
	Education	.500	.187	.178
	Health&Behavior	-.138	.130	.999
	Integr.Science&Eng.	-.013	.166	1.000
	Science&Math.	-.122	.128	1.000

*. The mean difference is significant at the 0.05 level.

Table 95. Multiple comparisons for: How satisfied are you with the services provided by the Center for Faculty Innovation (by number of attended programs)?

(I) During the last three years, what is the number of CFI programs in which you participated?	(J) During the last three years, what is the number of CFI programs in which you participated?	Mean Difference (I-J)	Std. Error	Sig.
None	1	-.603*	.121	.000
	2 to 3	-.806*	.102	.000
	4 to 5	-1.201*	.113	.000
	6 or more	-1.510*	.119	.000
1	None	.603*	.121	.000
	2 to 3	-.203	.110	.502
	4 to 5	-.598*	.121	.000
	6 or more	-.907*	.126	.000
2 to 3	None	.806*	.102	.000
	1	.203	.110	.502
	4 to 5	-.395*	.102	.001
	6 or more	-.704*	.108	.000
4 to 5	None	1.201*	.113	.000
	1	.598*	.121	.000
	2 to 3	.395*	.102	.001
	6 or more	-.309	.119	.095
6 or more	None	1.510*	.119	.000
	1	.907*	.126	.000
	2 to 3	.704*	.108	.000
	4 to 5	.309	.119	.095

*. The mean difference is significant at the 0.05 level.

Table 96. Multiple comparisons for: How satisfied are you with the services provided by the Center for Faculty Innovation (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.158	.118	.704
	Assoc.Prof.	.498*	.125	.001
	Professor	.601*	.126	.000
Asst.Prof.	Instr/Lecturer	-.158	.118	.704
	Assoc.Prof.	.340*	.100	.005
	Professor	.443*	.102	.000
Assoc.Prof.	Instr/Lecturer	-.498*	.125	.001
	Asst.Prof.	-.340*	.100	.005
	Professor	.103	.109	.922
Professor	Instr/Lecturer	-.601*	.126	.000
	Asst.Prof.	-.443*	.102	.000
	Assoc.Prof.	-.103	.109	.922

*. The mean difference is significant at the 0.05 level.

Table 97. Multiple comparisons for: How satisfied are you with the services provided by the Center for Faculty Innovation (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.325	.136	.318
	Education	-.550*	.161	.023
	Health&Behavior	-.718*	.115	.000
	Integr.Science&Eng.	-.532*	.150	.012
	Science&Math.	-.102	.126	1.000
	Visual&Perf.Arts	-.239	.152	.927
Business	Arts&Letters	.325	.136	.318
	Education	-.225	.174	.991
	Health&Behavior	-.393	.132	.069
	Integr.Science&Eng.	-.207	.163	.992
	Science&Math.	.223	.142	.930
	Visual&Perf.Arts	.086	.165	1.000
Education	Arts&Letters	.550*	.161	.023
	Business	.225	.174	.991
	Health&Behavior	-.168	.158	.999
	Integr.Science&Eng.	.018	.185	1.000
	Science&Math.	.448	.166	.169
	Visual&Perf.Arts	.310	.186	.889
Health&Behavior	Arts&Letters	.718*	.115	.000
	Business	.393	.132	.069
	Education	.168	.158	.999
	Integr.Science&Eng.	.186	.146	.992
	Science&Math.	.616*	.122	.000
	Visual&Perf.Arts	.478*	.148	.034
Integr.Science&Eng.	Arts&Letters	.532*	.150	.012
	Business	.207	.163	.992
	Education	-.018	.185	1.000
	Health&Behavior	-.186	.146	.992
	Science&Math.	.430	.155	.128
	Visual&Perf.Arts	.292	.176	.891
Science&Math.	Arts&Letters	.102	.126	1.000
	Business	-.223	.142	.930
	Education	-.448	.166	.169
	Health&Behavior	-.616*	.122	.000
	Integr.Science&Eng.	-.430	.155	.128
	Visual&Perf.Arts	-.137	.157	1.000
Visual&Perf.Arts	Arts&Letters	.239	.152	.927
	Business	-.086	.165	1.000
	Education	-.310	.186	.889
	Health&Behavior	-.478*	.148	.034
	Integr.Science&Eng.	-.292	.176	.891
	Science&Math.	.137	.157	1.000

*. The mean difference is significant at the 0.05 level.

Table 98. Multiple comparisons for: How satisfied are you with the educational value of the online instruction provided at JMU (by whether having taught an online class)?

(I) Have you taught a course entirely on-line at James Madison?	(J) Have you taught a course entirely on-line at James Madison?	Mean Difference (I-J)	Std. Error	Sig.
Yes	No	.422*	.079	.000
	No, but I have included some on-line instruction in a face-to-face course.	.479*	.098	.000
No	Yes	-.422*	.079	.000
	No, but I have included some on-line instruction in a face-to-face course.	.057	.073	.823
No, but I have included some on-line instruction in a face-to-face course.	Yes	-.479*	.098	.000
	No	-.057	.073	.823

*. The mean difference is significant at the 0.05 level.

Table 99. Multiple comparisons for: How satisfied are you with the educational value of the online instruction provided at JMU (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.217	.102	.189
	Assoc.Prof.	.260	.103	.074
	Professor	.308*	.109	.031
Asst.Prof.	Instr/Lecturer	-.217	.102	.189
	Assoc.Prof.	.043	.070	.991
	Professor	.091	.078	.817
Assoc.Prof.	Instr/Lecturer	-.260	.103	.074
	Asst.Prof.	-.043	.070	.991
	Professor	.048	.080	.991
Professor	Instr/Lecturer	-.308*	.109	.031
	Asst.Prof.	-.091	.078	.817
	Assoc.Prof.	-.048	.080	.991

*. The mean difference is significant at the 0.05 level.

Table 100. Multiple comparisons for: How satisfied are you with the educational value of the online instruction provided at JMU (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.110	.106	.999
	Education	-.173	.154	.998
	Health&Behavior	-.395*	.101	.002
	Integr.Science&Eng.	-.140	.087	.919
	Science&Math.	-.033	.076	1.000
	Visual&Perf.Arts	-.018	.093	1.000
Business	Arts&Letters	.110	.106	.999
	Education	-.063	.168	1.000
	Health&Behavior	-.285	.121	.337
	Integr.Science&Eng.	-.029	.110	1.000
	Science&Math.	.077	.101	1.000
	Visual&Perf.Arts	.092	.115	1.000
Education	Arts&Letters	.173	.154	.998
	Business	.063	.168	1.000
	Health&Behavior	-.222	.164	.985
	Integr.Science&Eng.	.033	.156	1.000
	Science&Math.	.140	.150	1.000
	Visual&Perf.Arts	.155	.159	1.000
Health&Behavior	Arts&Letters	.395*	.101	.002
	Business	.285	.121	.337
	Education	.222	.164	.985
	Integr.Science&Eng.	.256	.105	.280
	Science&Math.	.362*	.095	.004
	Visual&Perf.Arts	.377*	.109	.015
Integr.Science&Eng.	Arts&Letters	.140	.087	.919
	Business	.029	.110	1.000
	Education	-.033	.156	1.000
	Health&Behavior	-.256	.105	.280
	Science&Math.	.106	.081	.989
	Visual&Perf.Arts	.121	.097	.994
Science&Math.	Arts&Letters	.033	.076	1.000
	Business	-.077	.101	1.000
	Education	-.140	.150	1.000
	Health&Behavior	-.362*	.095	.004
	Integr.Science&Eng.	-.106	.081	.989
	Visual&Perf.Arts	.015	.087	1.000
Visual&Perf.Arts	Arts&Letters	.018	.093	1.000
	Business	-.092	.115	1.000
	Education	-.155	.159	1.000
	Health&Behavior	-.377*	.109	.015
	Integr.Science&Eng.	-.121	.097	.994
	Science&Math.	-.015	.087	1.000

*. The mean difference is significant at the 0.05 level.

Table 101. Multiple comparisons for: How satisfied are you with the support for on-line teaching provided by the Center for Instructional media (by number of attended programs)?

(I) How often have you participated in a program provided by the CIT?	(J) How often have you participated in a program provided by the CIT?	Mean Difference (I-J)	Std. Error	Sig.
None	1	-.257*	.067	.002
	2 to 3	-.295*	.068	.000
	4 to 5	-.659*	.138	.000
	6 or more	-.949*	.148	.000
1	None	.257*	.067	.002
	2 to 3	-.038	.077	1.000
	4 to 5	-.402	.143	.060
	6 or more	-.692*	.153	.000
2 to 3	None	.295*	.068	.000
	1	.038	.077	1.000
	4 to 5	-.364	.143	.121
	6 or more	-.654*	.153	.001
4 to 5	None	.659*	.138	.000
	1	.402	.143	.060
	2 to 3	.364	.143	.121
	6 or more	-.290	.195	.778
6 or more	None	.949*	.148	.000
	1	.692*	.153	.000
	2 to 3	.654*	.153	.001
	4 to 5	.290	.195	.778

*. The mean difference is significant at the 0.05 level.

Table 102. Multiple comparisons for: How satisfied are you with the support for on-line teaching provided by the Center for Instructional Media (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.167	.124	.695
	Assoc.Prof.	.243	.128	.308
	Professor	.362*	.124	.026
Asst.Prof.	Instr/Lecturer	-.167	.124	.695
	Assoc.Prof.	.076	.082	.926
	Professor	.195	.076	.064
Assoc.Prof.	Instr/Lecturer	-.243	.128	.308
	Asst.Prof.	-.076	.082	.926
	Professor	.118	.083	.631
Professor	Instr/Lecturer	-.362*	.124	.026
	Asst.Prof.	-.195	.076	.064
	Assoc.Prof.	-.118	.083	.631

*. The mean difference is significant at the 0.05 level.

Table 103. Multiple comparisons for: How satisfied are you with the support for on-line teaching provided by the Center for Instructional Media (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.053	.116	1.000
	Education	-.140	.154	1.000
	Health&Behavior	-.035	.108	1.000
	Integr.Science&Eng.	.335*	.100	.021
	Science&Math.	.363*	.086	.001
	Visual&Perf.Arts	.202	.098	.595
Business	Arts&Letters	-.053	.116	1.000
	Education	-.193	.168	.998
	Health&Behavior	-.088	.128	1.000
	Integr.Science&Eng.	.282	.121	.364
	Science&Math.	.310	.110	.111
	Visual&Perf.Arts	.149	.120	.994
Education	Arts&Letters	.140	.154	1.000
	Business	.193	.168	.998
	Health&Behavior	.105	.163	1.000
	Integr.Science&Eng.	.476	.158	.077
	Science&Math.	.503*	.149	.030
	Visual&Perf.Arts	.342	.157	.509
Health&Behavior	Arts&Letters	.035	.108	1.000
	Business	.088	.128	1.000
	Education	-.105	.163	1.000
	Integr.Science&Eng.	.370*	.114	.030
	Science&Math.	.398*	.102	.003
	Visual&Perf.Arts	.237	.113	.553
Integr.Science&Eng.	Arts&Letters	-.335*	.100	.021
	Business	-.282	.121	.364
	Education	-.476	.158	.077
	Health&Behavior	-.370*	.114	.030
	Science&Math.	.028	.093	1.000
	Visual&Perf.Arts	-.134	.105	.992
Science&Math.	Arts&Letters	-.363*	.086	.001
	Business	-.310	.110	.111
	Education	-.503*	.149	.030
	Health&Behavior	-.398*	.102	.003
	Integr.Science&Eng.	-.028	.093	1.000
	Visual&Perf.Arts	-.161	.092	.831
Visual&Perf.Arts	Arts&Letters	-.202	.098	.595
	Business	-.149	.120	.994
	Education	-.342	.157	.509
	Health&Behavior	-.237	.113	.553
	Integr.Science&Eng.	.134	.105	.992
	Science&Math.	.161	.092	.831

*. The mean difference is significant at the 0.05 level.

Table 104. Multiple comparisons for: How satisfied are you with the opportunities for your professional development (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.208	.142	.604
	Assoc.Prof.	.520*	.145	.003
	Professor	.499*	.146	.005
Asst.Prof.	Instr/Lecturer	-.208	.142	.604
	Assoc.Prof.	.312*	.108	.025
	Professor	.291*	.109	.047
Assoc.Prof.	Instr/Lecturer	-.520*	.145	.003
	Asst.Prof.	-.312*	.108	.025
	Professor	-.021	.114	1.000
Professor	Instr/Lecturer	-.499*	.146	.005
	Asst.Prof.	-.291*	.109	.047
	Assoc.Prof.	.021	.114	1.000

*. The mean difference is significant at the 0.05 level.

Table 105. Multiple comparisons for: How satisfied are you with the opportunities for your professional development (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	.037	.143	1.000
	Education	-.606*	.164	.010
	Health&Behavior	-.546*	.124	.000
	Integr.Science&Eng.	-.274	.164	.890
	Science&Math.	-.457*	.124	.006
	Visual&Perf.Arts	.501	.166	.066
Business	Arts&Letters	-.037	.143	1.000
	Education	-.643*	.190	.022
	Health&Behavior	-.583*	.157	.006
	Integr.Science&Eng.	-.311	.191	.904
	Science&Math.	-.494*	.157	.039
	Visual&Perf.Arts	.464	.192	.301
Education	Arts&Letters	.606*	.164	.010
	Business	.643*	.190	.022
	Health&Behavior	.060	.176	1.000
	Integr.Science&Eng.	.332	.207	.917
	Science&Math.	.149	.176	1.000
	Visual&Perf.Arts	1.106*	.208	.000
Health&Behavior	Arts&Letters	.546*	.124	.000
	Business	.583*	.157	.006
	Education	-.060	.176	1.000
	Integr.Science&Eng.	.272	.177	.942
	Science&Math.	.089	.140	1.000
	Visual&Perf.Arts	1.047*	.178	.000
Integr.Science&Eng.	Arts&Letters	.274	.164	.890
	Business	.311	.191	.904
	Education	-.332	.207	.917
	Health&Behavior	-.272	.177	.942
	Science&Math.	-.183	.176	.999
	Visual&Perf.Arts	.775*	.208	.006
Science&Math.	Arts&Letters	.457*	.124	.006
	Business	.494*	.157	.039
	Education	-.149	.176	1.000
	Health&Behavior	-.089	.140	1.000
	Integr.Science&Eng.	.183	.176	.999
	Visual&Perf.Arts	.957*	.177	.000
Visual&Perf.Arts	Arts&Letters	-.501	.166	.066
	Business	-.464	.192	.301
	Education	-1.106*	.208	.000
	Health&Behavior	-1.047*	.178	.000
	Integr.Science&Eng.	-.775*	.208	.006
	Science&Math.	-.957*	.177	.000

*. The mean difference is significant at the 0.05 level.

Table 106. Multiple comparisons for: How satisfied are you with the representation provided by the Faculty Senate (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.067	.123	.995
	Assoc.Prof.	.134	.126	.871
	Professor	.317	.127	.077
Asst.Prof.	Instr/Lecturer	-.067	.123	.995
	Assoc.Prof.	.067	.094	.979
	Professor	.250	.095	.051
Assoc.Prof.	Instr/Lecturer	-.134	.126	.871
	Asst.Prof.	-.067	.094	.979
	Professor	.183	.099	.331
Professor	Instr/Lecturer	-.317	.127	.077
	Asst.Prof.	-.250	.095	.051
	Assoc.Prof.	-.183	.099	.331

Table 107. Multiple comparisons for: How much progress is being made to increase the degree of faculty control over the curriculum (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.150	.109	.980
	Education	-.191	.127	.955
	Health&Behavior	-.496*	.102	.000
	Integr.Science&Eng.	-.012	.130	1.000
	Science&Math.	-.303	.108	.114
	Visual&Perf.Arts	-.336	.120	.125
Business	Arts&Letters	.150	.109	.980
	Education	-.041	.142	1.000
	Health&Behavior	-.346	.120	.091
	Integr.Science&Eng.	.139	.145	1.000
	Science&Math.	-.152	.126	.996
	Visual&Perf.Arts	-.185	.136	.983
Education	Arts&Letters	.191	.127	.955
	Business	.041	.142	1.000
	Health&Behavior	-.305	.137	.451
	Integr.Science&Eng.	.179	.159	.998
	Science&Math.	-.112	.141	1.000
	Visual&Perf.Arts	-.145	.151	1.000
Health&Behavior	Arts&Letters	.496*	.102	.000
	Business	.346	.120	.091
	Education	.305	.137	.451
	Integr.Science&Eng.	.485*	.140	.016
	Science&Math.	.194	.120	.909
	Visual&Perf.Arts	.161	.131	.995
Integr.Science&Eng.	Arts&Letters	.012	.130	1.000
	Business	-.139	.145	1.000
	Education	-.179	.159	.998
	Health&Behavior	-.485*	.140	.016
	Science&Math.	-.291	.144	.628
	Visual&Perf.Arts	-.324	.153	.547
Science&Math.	Arts&Letters	.303	.108	.114
	Business	.152	.126	.996
	Education	.112	.141	1.000
	Health&Behavior	-.194	.120	.909
	Integr.Science&Eng.	.291	.144	.628
	Visual&Perf.Arts	-.033	.136	1.000
Visual&Perf.Arts	Arts&Letters	.336	.120	.125
	Business	.185	.136	.983
	Education	.145	.151	1.000
	Health&Behavior	-.161	.131	.995
	Integr.Science&Eng.	.324	.153	.547
	Science&Math.	.033	.136	1.000

*. The mean difference is significant at the 0.05 level.

Table 108. Multiple comparisons for: How much progress is being made to increase the provision of instructional resources (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.075	.138	.995
	Assoc.Prof.	.205	.141	.620
	Professor	.356	.140	.070
Asst.Prof.	Instr/Lecturer	-.075	.138	.995
	Assoc.Prof.	.130	.097	.699
	Professor	.281*	.095	.020
Assoc.Prof.	Instr/Lecturer	-.205	.141	.620
	Asst.Prof.	-.130	.097	.699
	Professor	.151	.100	.571
Professor	Instr/Lecturer	-.356	.140	.070
	Asst.Prof.	-.281*	.095	.020
	Assoc.Prof.	-.151	.100	.571

*. The mean difference is significant at the 0.05 level.

Table 109. Multiple comparisons for: How much progress is being made to increase the provision of resources for research/scholarly activities (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.332*	.113	.023
	Assoc.Prof.	.536*	.116	.000
	Professor	.404*	.116	.004
Asst.Prof.	Instr/Lecturer	-.332*	.113	.023
	Assoc.Prof.	.204	.087	.113
	Professor	.072	.088	.959
Assoc.Prof.	Instr/Lecturer	-.536*	.116	.000
	Asst.Prof.	-.204	.087	.113
	Professor	-.132	.091	.614
Professor	Instr/Lecturer	-.404*	.116	.004
	Asst.Prof.	-.072	.088	.959
	Assoc.Prof.	.132	.091	.614

*. The mean difference is significant at the 0.05 level.

Table 110. Multiple comparisons for: How much progress is being made to increase the provision of resources for research/scholarly activities (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.077	.120	1.000
	Education	-.092	.143	1.000
	Health&Behavior	-.473*	.102	.000
	Integr.Science&Eng.	-.152	.125	.995
	Science&Math.	-.376*	.104	.008
	Visual&Perf.Arts	.034	.119	1.000
Business	Arts&Letters	.077	.120	1.000
	Education	-.015	.166	1.000
	Health&Behavior	-.396	.133	.067
	Integr.Science&Eng.	-.075	.151	1.000
	Science&Math.	-.299	.134	.443
	Visual&Perf.Arts	.111	.146	1.000
Education	Arts&Letters	.092	.143	1.000
	Business	.015	.166	1.000
	Health&Behavior	-.381	.154	.281
	Integr.Science&Eng.	-.060	.169	1.000
	Science&Math.	-.284	.155	.788
	Visual&Perf.Arts	.126	.165	1.000
Health&Behavior	Arts&Letters	.473*	.102	.000
	Business	.396	.133	.067
	Education	.381	.154	.281
	Integr.Science&Eng.	.321	.137	.356
	Science&Math.	.097	.119	1.000
	Visual&Perf.Arts	.507*	.132	.004
Integr.Science&Eng.	Arts&Letters	.152	.125	.995
	Business	.075	.151	1.000
	Education	.060	.169	1.000
	Health&Behavior	-.321	.137	.356
	Science&Math.	-.224	.138	.910
	Visual&Perf.Arts	.186	.150	.994
Science&Math.	Arts&Letters	.376*	.104	.008
	Business	.299	.134	.443
	Education	.284	.155	.788
	Health&Behavior	-.097	.119	1.000
	Integr.Science&Eng.	.224	.138	.910
	Visual&Perf.Arts	.410	.133	.052
Visual&Perf.Arts	Arts&Letters	-.034	.119	1.000
	Business	-.111	.146	1.000
	Education	-.126	.165	1.000
	Health&Behavior	-.507*	.132	.004
	Integr.Science&Eng.	-.186	.150	.994
	Science&Math.	-.410	.133	.052

*. The mean difference is significant at the 0.05 level.

Table 111. Multiple comparisons for: How much progress is being made to demonstrate serious regard for faculty input (by academic rank)?

(I) You are a(n):	(J) You are a(n):	Mean Difference (I-J)	Std. Error	Sig.
Instr/Lecturer	Asst.Prof.	.215	.130	.467
	Assoc.Prof.	.460*	.130	.003
	Professor	.469*	.132	.003
Asst.Prof.	Instr/Lecturer	-.215	.130	.467
	Assoc.Prof.	.245	.093	.052
	Professor	.254*	.095	.048
Assoc.Prof.	Instr/Lecturer	-.460*	.130	.003
	Asst.Prof.	-.245	.093	.052
	Professor	.009	.096	1.000
Professor	Instr/Lecturer	-.469*	.132	.003
	Asst.Prof.	-.254*	.095	.048
	Assoc.Prof.	-.009	.096	1.000

*. The mean difference is significant at the 0.05 level.

Table 112. Multiple comparisons for: How much progress is being made to demonstrate serious regard for faculty input (by colleges)?

(I) What is your college?	(J) What is your college?	Mean Difference (I-J)	Std. Error	Sig.
Arts&Letters	Business	-.275	.122	.420
	Education	-.304	.152	.664
	Health&Behavior	-.410*	.122	.019
	Integr.Science&Eng.	.073	.135	1.000
	Science&Math.	-.224	.109	.583
	Visual&Perf.Arts	-.218	.144	.953
Business	Arts&Letters	.275	.122	.420
	Education	-.029	.172	1.000
	Health&Behavior	-.135	.146	1.000
	Integr.Science&Eng.	.348	.157	.458
	Science&Math.	.051	.136	1.000
	Visual&Perf.Arts	.057	.166	1.000
Education	Arts&Letters	.304	.152	.664
	Business	.029	.172	1.000
	Health&Behavior	-.106	.172	1.000
	Integr.Science&Eng.	.377	.181	.584
	Science&Math.	.080	.163	1.000
	Visual&Perf.Arts	.086	.189	1.000
Health&Behavior	Arts&Letters	.410*	.122	.019
	Business	.135	.146	1.000
	Education	.106	.172	1.000
	Integr.Science&Eng.	.483	.157	.052
	Science&Math.	.186	.136	.981
	Visual&Perf.Arts	.192	.166	.998
Integr.Science&Eng.	Arts&Letters	-.073	.135	1.000
	Business	-.348	.157	.458
	Education	-.377	.181	.584
	Health&Behavior	-.483	.157	.052
	Science&Math.	-.297	.147	.628
	Visual&Perf.Arts	-.291	.175	.890
Science&Math.	Arts&Letters	.224	.109	.583
	Business	-.051	.136	1.000
	Education	-.080	.163	1.000
	Health&Behavior	-.186	.136	.981
	Integr.Science&Eng.	.297	.147	.628
	Visual&Perf.Arts	.006	.156	1.000
Visual&Perf.Arts	Arts&Letters	.218	.144	.953
	Business	-.057	.166	1.000
	Education	-.086	.189	1.000
	Health&Behavior	-.192	.166	.998
	Integr.Science&Eng.	.291	.175	.890
	Science&Math.	-.006	.156	1.000

*. The mean difference is significant at the 0.05 level.