
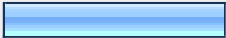



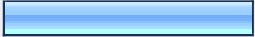

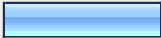








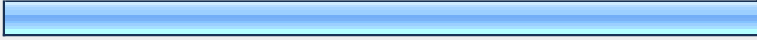




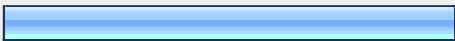
Faculty and Professional Staff Climate

1. Position			Response Percent	Response Count
Faculty			68.8%	88
Professional staff			24.2%	31
Librarian			6.3%	8
Coach			0.8%	1
			answered question	128
			skipped question	0


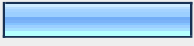



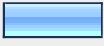

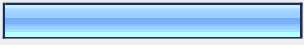



2. Years of Service			Response Percent	Response Count
Less than 6			31.3%	40
6-10			27.3%	35
11-20			24.2%	31
More than 20			17.2%	22
			answered question	128
			skipped question	0

3. Status			Response Percent	Response Count
Faculty tenured			59.4%	76
Faculty non-tenured			16.4%	21
Staff annual appointment			7.0%	9
Staff multi-year appointment			17.2%	22
			answered question	128
			skipped question	0

4. Race/Ethnicity			Response Percent	Response Count
African American/Black			4.8%	6
American Indian/Native American			0.8%	1
Asian-American/Asian			2.4%	3
Hispanic/Latino			3.2%	4
White/Caucasian			83.3%	105
Other			5.6%	7
			answered question	126
			skipped question	2

5. Gender			Response Percent	Response Count
Male			50.4%	62
Female			49.6%	61
			answered question	123
			skipped question	5

6. In which college or area do you work?

		Response Percent	Response Count
College of Business		5.7%	7
College of Education		20.5%	25
College of Fine and Performing Arts		6.6%	8
CPCE		2.5%	3
Budget and Planning		0.0%	0
Student Affairs		4.9%	6
College of Communication		10.7%	13
College of Engineering		6.6%	8
College of Liberal Arts and Sciences		32.8%	40
Academic Affairs		4.9%	6
Finance and Administration		0.0%	0
Student Affairs		4.1%	5
University Advancement		0.8%	1
		<i>answered question</i>	122
		<i>skipped question</i>	6

7. Please mark your level of agreement with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	N/A	Rating Average
My experiences at Rowan have helped me be successful in recontracting, tenure or multi-year appointments.	3.9% (5)	3.9% (5)	6.3% (8)	12.5% (16)	42.2% (54)	28.1% (36)	3.1% (4)	4.75
My experiences at Rowan have helped me be successful in my teaching agenda.	2.3% (3)	4.7% (6)	4.7% (6)	15.6% (20)	35.9% (46)	18.8% (24)	18.0% (23)	4.64
My experiences at Rowan have helped me be successful in my research agenda.	11.0% (14)	11.8% (15)	11.0% (14)	22.8% (29)	20.5% (26)	3.9% (5)	18.9% (24)	3.51
My experiences at Rowan have helped me be successful in my service agenda.	2.4% (3)	4.7% (6)	5.5% (7)	20.5% (26)	34.6% (44)	28.3% (36)	3.9% (5)	4.72
I have adequate financial resources available to me for professional development.	26.2% (33)	17.5% (22)	15.9% (20)	16.7% (21)	17.5% (22)	5.6% (7)	0.8% (1)	2.98
I have adequate equipment available to me for professional development	14.2% (18)	14.2% (18)	15.0% (19)	18.1% (23)	25.2% (32)	9.4% (12)	3.9% (5)	3.57
	<i>answered question</i>							
	<i>skipped question</i>							

8. Please mark which of the following individuals or groups at Rowan University have helped you to succeed in achieving or making progress toward tenure or multi-year appointments.

	No Assistance	Little Assistance	Some Assistance	Lots of Assistance	N/A	Rating Average	Response Count
Department Colleagues	4.7% (6)	7.8% (10)	28.9% (37)	56.3% (72)	2.3% (3)	3.40	128
Department chair or Program head	9.4% (12)	9.4% (12)	30.5% (39)	43.0% (55)	7.8% (10)	3.16	128
College colleagues	7.9% (10)	15.7% (20)	45.7% (58)	20.5% (26)	10.2% (13)	2.88	127
College Dean	23.4% (30)	24.2% (31)	29.7% (38)	12.5% (16)	10.2% (13)	2.35	128
Colleagues in other Colleges	20.0% (25)	24.8% (31)	36.0% (45)	7.2% (9)	12.0% (15)	2.35	125
Managers	31.0% (39)	10.3% (13)	8.7% (11)	3.2% (4)	46.8% (59)	1.70	126
Senate	27.6% (35)	26.8% (34)	26.8% (34)	5.5% (7)	13.4% (17)	2.12	127
AFT	26.8% (33)	22.0% (27)	30.1% (37)	9.8% (12)	11.4% (14)	2.26	123
Center for Faculty Excellence in Teaching and Learning	24.4% (31)	16.5% (21)	26.8% (34)	10.2% (13)	22.0% (28)	2.29	127
Members of upper-level administration	46.9% (60)	20.3% (26)	15.6% (20)	1.6% (2)	15.6% (20)	1.67	128
	<i>answered question</i>						128
	<i>skipped question</i>						0

9. Please mark which of the following individuals or groups at Rowan University have helped you to succeed in achieving or making progress toward developing your teaching expertise.

	No Assistance	Little Assistance	Some Assistance	Lots of Assistance	N/A	Rating Average	Response Count
Department Colleagues	4.8% (6)	6.4% (8)	39.2% (49)	35.2% (44)	14.4% (18)	3.22	125
Department chair or Program head	8.0% (10)	12.0% (15)	32.8% (41)	30.4% (38)	16.8% (21)	3.03	125
College Colleagues	15.2% (19)	16.8% (21)	31.2% (39)	16.8% (21)	20.0% (25)	2.62	125
College dean	40.0% (50)	24.8% (31)	12.8% (16)	3.2% (4)	19.2% (24)	1.74	125
Colleagues in other Colleges	20.0% (25)	27.2% (34)	28.8% (36)	4.0% (5)	20.0% (25)	2.21	125
Managers	32.8% (41)	8.8% (11)	3.2% (4)	0.0% (0)	55.2% (69)	1.34	125
Senate	50.0% (62)	13.7% (17)	6.5% (8)	0.8% (1)	29.0% (36)	1.41	124
AFT	48.8% (60)	12.2% (15)	8.1% (10)	0.8% (1)	30.1% (37)	1.44	123
Center for Faculty Excellence in Teaching and Learning	21.8% (27)	18.5% (23)	24.2% (30)	11.3% (14)	24.2% (30)	2.33	124
Members of upper-level administration	57.3% (71)	8.9% (11)	3.2% (4)	0.8% (1)	29.8% (37)	1.25	124
	<i>answered question</i>						125
	<i>skipped question</i>						3

10. Please mark which of the following individuals or groups at Rowan University have helped you to succeed in achieving or making progress toward your research/scholarship/creative activity agenda.

	No Assistance	Little Assistance	Some Assistance	Lots of Assistance	N/A	Rating Average	Response Count
Department Colleagues	7.1% (9)	15.0% (19)	42.5% (54)	29.9% (38)	5.5% (7)	3.01	127
Department chair or Program head	15.0% (19)	20.5% (26)	28.3% (36)	26.8% (34)	9.4% (12)	2.74	127
College colleagues	17.3% (22)	22.0% (28)	34.6% (44)	11.8% (15)	14.2% (18)	2.48	127
College dean	27.3% (35)	22.7% (29)	30.5% (39)	8.6% (11)	10.9% (14)	2.23	128
Colleagues in other Colleges	30.7% (39)	26.8% (34)	26.8% (34)	2.4% (3)	13.4% (17)	2.01	127
Managers	38.6% (49)	5.5% (7)	4.7% (6)	0.8% (1)	50.4% (64)	1.35	127
Senate	51.6% (65)	16.7% (21)	5.6% (7)	1.6% (2)	24.6% (31)	1.43	126
AFT	49.2% (62)	14.3% (18)	10.3% (13)	1.6% (2)	24.6% (31)	1.53	126
Center for Faculty Excellence in Teaching and Learning	41.7% (53)	14.2% (18)	13.4% (17)	3.1% (4)	27.6% (35)	1.70	127
Members of upper-level administration	56.0% (70)	13.6% (17)	9.6% (12)	0.8% (1)	20.0% (25)	1.44	125
	<i>answered question</i>						128
	<i>skipped question</i>						0

11. Please mark which of the following individuals or groups at Rowan University have helped you to succeed in achieving or making progress to establish a service agenda.

	No Assistance	Little Assistance	Some Assistance	Lots of Assistance	N/A	Rating Average	Response Count
Department Colleagues	7.9% (10)	9.5% (12)	44.4% (56)	32.5% (41)	5.6% (7)	3.08	126
Department chair or Program head	11.1% (14)	17.5% (22)	31.7% (40)	31.0% (39)	8.7% (11)	2.90	126
College colleagues	13.6% (17)	20.8% (26)	37.6% (47)	17.6% (22)	10.4% (13)	2.66	125
College dean	25.6% (32)	20.8% (26)	28.0% (35)	13.6% (17)	12.0% (15)	2.34	125
Colleagues in other Colleges	26.2% (33)	17.5% (22)	34.1% (43)	10.3% (13)	11.9% (15)	2.32	126
Managers	38.1% (48)	9.5% (12)	4.8% (6)	0.8% (1)	46.8% (59)	1.40	126
Senate	35.7% (45)	15.9% (20)	18.3% (23)	12.7% (16)	17.5% (22)	2.10	126
AFT	47.6% (59)	12.1% (15)	12.1% (15)	7.3% (9)	21.0% (26)	1.73	124
Center for Faculty Excellence in Teaching and Learning	42.7% (53)	11.3% (14)	14.5% (18)	4.8% (6)	26.6% (33)	1.75	124
Members of upper-level administration	53.6% (67)	8.0% (10)	13.6% (17)	2.4% (3)	22.4% (28)	1.55	125
	answered question						126
	skipped question						2

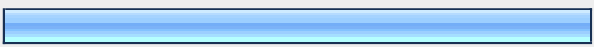
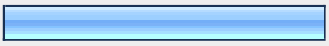
12. Please mark to what extent Rowan has met your needs by making available the following for teaching.

	Needs Not Met	Needs Met Somewhat	Needs Met	Needs Exceeded	N/A	Rating Average	Response Count
Computer	2.4% (3)	26.4% (33)	52.0% (65)	8.0% (10)	11.2% (14)	2.74	125
Printer	8.8% (11)	24.8% (31)	51.2% (64)	4.0% (5)	11.2% (14)	2.57	125
Software	4.8% (6)	35.2% (44)	42.4% (53)	6.4% (8)	11.2% (14)	2.57	125
Projectors	7.2% (9)	29.6% (37)	40.8% (51)	5.6% (7)	16.8% (21)	2.54	125
Photocopy Machine	12.0% (15)	26.4% (33)	45.6% (57)	4.0% (5)	12.0% (15)	2.47	125
Scanner	28.2% (35)	24.2% (30)	29.0% (36)	0.8% (1)	17.7% (22)	2.03	124
Fax Machine	12.9% (16)	14.5% (18)	50.0% (62)	6.5% (8)	16.1% (20)	2.60	124
Specialized Equipment (laboratory, art supplies, etc.)	18.4% (23)	16.8% (21)	23.2% (29)	2.4% (3)	39.2% (49)	2.16	125
Technical Training	9.6% (12)	22.4% (28)	40.0% (50)	8.8% (11)	19.2% (24)	2.59	125
Technical Support	12.0% (15)	35.2% (44)	28.8% (36)	8.8% (11)	15.2% (19)	2.41	125
Office Supplies	5.6% (7)	26.4% (33)	48.8% (61)	7.2% (9)	12.0% (15)	2.65	125
	answered question						125
	skipped question						3

13. Please mark to what extent Rowan has met your needs in supplying the following for research/scholarship/creative activity.

	Needs Not Met	Needs Met Somewhat	Needs Met	Needs Exceeded	N/A	Rating Average	Response Count
Computer Hardware & Accessories	8.6% (11)	27.3% (35)	50.8% (65)	8.6% (11)	4.7% (6)	2.62	128
Printer	10.2% (13)	25.8% (33)	53.1% (68)	6.3% (8)	4.7% (6)	2.58	128
Software	12.6% (16)	30.7% (39)	45.7% (58)	4.7% (6)	6.3% (8)	2.45	127
Projectors	12.1% (15)	16.9% (21)	37.1% (46)	3.2% (4)	30.6% (38)	2.45	124
Photocopy Machine	13.5% (17)	26.2% (33)	46.8% (59)	6.3% (8)	7.1% (9)	2.50	126
Scanner	25.6% (32)	25.6% (32)	32.8% (41)	1.6% (2)	14.4% (18)	2.12	125
Fax Machine	11.0% (14)	18.9% (24)	52.8% (67)	6.3% (8)	11.0% (14)	2.61	127
Specialized Equipment (laboratory, art supplies, etc.)	22.7% (29)	15.6% (20)	27.3% (35)	3.9% (5)	30.5% (39)	2.18	128
Office Supplies	6.3% (8)	29.1% (37)	51.2% (65)	7.9% (10)	5.5% (7)	2.64	127
	<i>answered question</i>						128
	<i>skipped question</i>						0

14. Is there any equipment that has NOT been provided to you that you consider essential for your teaching or research/scholarship/creative activity, and that you have requested?

		Response Percent	Response Count
No		64.7%	77
Yes		35.3%	42
	(describe)		43
	<i>answered question</i>		119
	<i>skipped question</i>		9

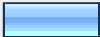
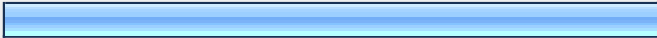

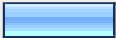
15. Please mark how important the following statements are in terms of advancing University goals:

	Not Important	Somewhat Important	Important	Extremely Important	N/A	Rating Average	Response Count
Expanding the campus	26.0% (33)	39.4% (50)	26.8% (34)	7.1% (9)	0.8% (1)	2.15	127
Improving campus aesthetics	6.3% (8)	28.3% (36)	33.9% (43)	31.5% (40)	0.0% (0)	2.91	127
Expanding existing undergraduate programs	16.9% (21)	32.3% (40)	37.1% (46)	13.7% (17)	0.0% (0)	2.48	124
Creating new undergraduate programs	21.0% (26)	41.1% (51)	25.0% (31)	12.1% (15)	0.8% (1)	2.28	124
Creating new graduate programs	23.2% (29)	27.2% (34)	30.4% (38)	19.2% (24)	0.0% (0)	2.46	125
Improving the academic experiences of students	0.0% (0)	7.1% (9)	33.9% (43)	59.1% (75)	0.0% (0)	3.52	127
Providing resources for professional development	0.8% (1)	8.7% (11)	44.4% (56)	46.0% (58)	0.0% (0)	3.36	126
Resolving load issues to enable a reasonable balance among teaching, research & service	3.2% (4)	8.1% (10)	28.2% (35)	51.6% (64)	8.9% (11)	3.41	124
Improving technological infrastructure	0.0% (0)	6.3% (8)	33.1% (42)	59.8% (76)	0.8% (1)	3.54	127
Enhancing library resources	0.8% (1)	20.6% (26)	36.5% (46)	41.3% (52)	0.8% (1)	3.19	126
Expanding library hours	16.1% (20)	35.5% (44)	26.6% (33)	17.7% (22)	4.0% (5)	2.48	124
Expanding office space	8.0% (10)	29.6% (37)	35.2% (44)	26.4% (33)	0.8% (1)	2.81	125
Expanding parking	9.4% (12)	14.2% (18)	33.9% (43)	39.4% (50)	3.1% (4)	3.07	127
Providing a communal meeting space (such as a lounge) for faculty and professional staff	14.2% (18)	35.4% (45)	28.3% (36)	21.3% (27)	0.8% (1)	2.57	127
Improving classroom availability	0.8% (1)	15.3% (19)	29.8% (37)	51.6% (64)	2.4% (3)	3.36	124
Improving lab or studio availability	1.6% (2)	17.9% (22)	36.6% (45)	27.6% (34)	16.3% (20)	3.08	123

Equipping classrooms, labs, or studios with necessary tools for instruction	0.0% (0)	6.3% (8)	27.6% (35)	65.4% (83)	0.8% (1)	3.60	127
Increasing availability of cultural events and activities for the campus community	4.0% (5)	26.4% (33)	36.8% (46)	32.8% (41)	0.0% (0)	2.98	125
Enhancing media visibility of Rowan's sports teams	42.5% (54)	29.9% (38)	19.7% (25)	7.9% (10)	0.0% (0)	1.93	127
Improving availability of sports events to attract spectators	41.7% (53)	31.5% (40)	19.7% (25)	7.1% (9)	0.0% (0)	1.92	127
Enhancing the Recreation Center's resources	28.6% (36)	28.6% (36)	24.6% (31)	15.1% (19)	3.2% (4)	2.27	126
Expanding the Recreation Center's hours	37.1% (46)	31.5% (39)	17.7% (22)	9.7% (12)	4.0% (5)	2.00	124
Improving meeting places	8.7% (11)	27.6% (35)	38.6% (49)	24.4% (31)	0.8% (1)	2.79	127
Improving dining services	15.0% (19)	37.0% (47)	29.9% (38)	17.3% (22)	0.8% (1)	2.50	127
	answered question						127
	skipped question						1

16. In terms of your own satisfaction as a Rowan University employee, what would you choose as the number one priority from the list above? If the most important item is not listed above, please write it in.		Response Count
		118
	answered question	118
	skipped question	10


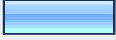
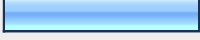

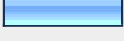


17. How well do you understand Rowan's Five-Year Plan?

		Response Percent	Response Count
Understand very well		10.3%	13
Understand somewhat		72.2%	91
Do not understand		5.6%	7
Am not familiar with the plan		11.9%	15
answered question			126
skipped question			2

18. Please mark your agreement with the following statements about what the Five-Year Plan will advance

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Do Not Know	Rating Average
The University's goals	2.5% (3)	4.1% (5)	3.3% (4)	33.6% (41)	32.8% (40)	3.3% (4)	20.5% (25)	4.82
My contribution in achieving those goals	3.3% (4)	4.9% (6)	11.5% (14)	35.2% (43)	18.0% (22)	0.8% (1)	26.2% (32)	4.67
My personal professional goals	4.1% (5)	8.3% (10)	15.7% (19)	33.1% (40)	12.4% (15)	0.8% (1)	25.6% (31)	4.46
answered question								
skipped question								

19. Shared governance is a concept that works well at Rowan University

		Response Percent	Response Count
Strongly Disagree		15.9%	20
Disagree		11.9%	15
Somewhat Disagree		21.4%	27
Somewhat Agree		31.7%	40
Agree		12.7%	16
Strongly Agree		0.8%	1
Do Not Know		5.6%	7
answered question			126
skipped question			2

20. In your judgement, how well does shared governance work at each of the following levels, based upon your perception of the efforts of each level to work with other entities on campus?

	Does not work at all	Does not work well	Works adequately	Works well	Do not know	Rating Average	Response Count
Department	4.8% (6)	15.9% (20)	27.8% (35)	46.8% (59)	4.8% (6)	3.31	126
College	9.7% (12)	22.6% (28)	45.2% (56)	12.1% (15)	10.5% (13)	2.91	124
Deans' Council	4.8% (6)	11.1% (14)	12.7% (16)	2.4% (3)	69.0% (87)	4.20	126
President/Cabinet	13.5% (17)	17.5% (22)	12.7% (16)	3.2% (4)	53.2% (67)	3.65	126
Senate	3.2% (4)	15.1% (19)	38.1% (48)	20.6% (26)	23.0% (29)	3.45	126
AFT	6.3% (8)	9.5% (12)	30.2% (38)	30.2% (38)	23.8% (30)	3.56	126
SGA	1.6% (2)	4.8% (6)	12.9% (16)	7.3% (9)	73.4% (91)	4.46	124
answered question							126
skipped question							2

21. Please mark your level of agreement with the following statement:								
	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Rating Average	Response Count
"At Rowan, I feel free to express my opinions and concerns without fear of reprisal."	14.3% (18)	11.9% (15)	18.3% (23)	27.8% (35)	19.0% (24)	8.7% (11)	3.52	12
	<i>answered question</i>							12
	<i>skipped question</i>							

22. If you believe there may be some reprisal, please indicate, in your judgment, the extent to which you fear reprisal from the following groups for expressing your opinions and concerns.								
	No reprisal	Little reprisal	Some reprisal	Reprisal	Lots of reprisal	N/A	Rating Average	Response Count
Individual colleagues	35.7% (40)	32.1% (36)	13.4% (15)	6.3% (7)	8.0% (9)	4.5% (5)	2.15	112
Department	40.2% (45)	27.7% (31)	19.6% (22)	1.8% (2)	4.5% (5)	6.3% (7)	1.96	112
Department Chair/Program Head	46.5% (53)	21.1% (24)	13.2% (15)	6.1% (7)	3.5% (4)	9.6% (11)	1.88	114
College	21.4% (24)	32.1% (36)	20.5% (23)	8.9% (10)	3.6% (4)	13.4% (15)	2.32	112
Dean	20.4% (23)	18.6% (21)	15.0% (17)	18.6% (21)	14.2% (16)	13.3% (15)	2.86	113
Supervisor	11.8% (13)	11.8% (13)	4.5% (5)	1.8% (2)	0.9% (1)	69.1% (76)	1.97	110
Manager	10.0% (11)	8.2% (9)	2.7% (3)	0.9% (1)	1.8% (2)	76.4% (84)	2.00	110
Upper administration	14.3% (16)	19.6% (22)	10.7% (12)	21.4% (24)	18.8% (21)	15.2% (17)	3.13	112
President	25.5% (28)	17.3% (19)	14.5% (16)	7.3% (8)	10.9% (12)	24.5% (27)	2.48	110
AFT	42.7% (47)	18.2% (20)	7.3% (8)	5.5% (6)	3.6% (4)	22.7% (25)	1.82	110
Senate	37.3% (41)	20.9% (23)	9.1% (10)	1.8% (2)	4.5% (5)	26.4% (29)	1.85	110




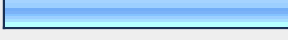
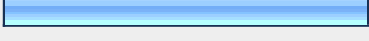
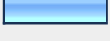
	<i>answered question</i>	115
	<i>skipped question</i>	13

23. Please mark your level of agreement with the following statements:								
	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Rating Average	Response Count
Rowan needs to improve the academic experience for students	1.6% (2)	0.0% (0)	4.8% (6)	32.8% (41)	28.0% (35)	32.8% (41)	4.84	12
Rowan is attracting academically talented students	2.4% (3)	5.7% (7)	14.6% (18)	40.7% (50)	29.3% (36)	7.3% (9)	4.11	12
Rowan provides me with assistance on student diversity issues	6.8% (8)	12.8% (15)	25.6% (30)	37.6% (44)	14.5% (17)	2.6% (3)	3.48	11
Rowan provides me with assistance with international students	8.7% (10)	20.9% (24)	28.7% (33)	27.0% (31)	11.3% (13)	3.5% (4)	3.22	11
Rowan provides me with assistance on students' disability issues	5.2% (6)	8.6% (10)	21.6% (25)	34.5% (40)	25.9% (30)	4.3% (5)	3.80	11
Rowan provides me with assistance in dealing with issues of student academic dishonesty	2.5% (3)	9.3% (11)	18.6% (22)	44.1% (52)	23.7% (28)	1.7% (2)	3.82	11
	<i>answered question</i>							12
	<i>skipped question</i>							


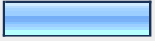
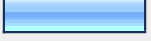
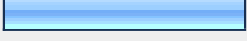
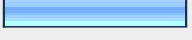

24. Please mark your level of agreement with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Rating Average	Response Count
Recontracting/tenure/multiyear appointment guidelines are fair	8.9% (11)	4.0% (5)	10.5% (13)	21.8% (27)	45.2% (56)	9.7% (12)	4.19	12
Recontracting/tenure/multiyear appointment guidelines are clear	12.0% (15)	9.6% (12)	20.0% (25)	24.8% (31)	27.2% (34)	6.4% (8)	3.65	12
Recontracting/tenure/multiyear appointments are attainable	1.6% (2)	4.0% (5)	4.0% (5)	21.0% (26)	52.4% (65)	16.9% (21)	4.69	12
Promotion guidelines are fair	10.0% (12)	9.2% (11)	10.8% (13)	25.0% (30)	37.5% (45)	7.5% (9)	3.93	12
Promotion guidelines are clear	13.2% (16)	6.6% (8)	20.7% (25)	29.8% (36)	24.8% (30)	5.0% (6)	3.61	12
Promotion is attainable	9.3% (11)	6.8% (8)	11.0% (13)	22.0% (26)	36.4% (43)	14.4% (17)	4.13	11
The amount of work required to put together folders for recontracting/tenure/multi appointments/promotion is reasonable	29.6% (37)	14.4% (18)	24.8% (31)	19.2% (24)	10.4% (13)	1.6% (2)	2.71	12
	answered question							12
	skipped question							

25. I feel integrated into the Rowan campus community.

		Response Percent	Response Count
Strongly Disagree		7.2%	9
Disagree		4.8%	6
Somewhat Disagree		5.6%	7
Somewhat Agree		31.2%	39
Agree		40.0%	50
Strongly Agree		11.2%	14
		<i>answered question</i>	125
		<i>skipped question</i>	3

26. I feel I have adequate time to complete all my job responsibilities.

		Response Percent	Response Count
Strongly Disagree		19.2%	24
Disagree		16.0%	20
Somewhat Disagree		15.2%	19
Somewhat Agree		26.4%	33
Agree		20.0%	25
Strongly Agree		3.2%	4
		<i>answered question</i>	125
		<i>skipped question</i>	3

27. Rowan provides me opportunities to evaluate the performance of those who oversee my work.

	No Opportunity	Little Opportunity	Some Opportunity	Sufficient Opportunity	N/A	Rating Average	Response Count
Department chair or Program head	49.2% (61)	19.4% (24)	8.9% (11)	15.3% (19)	7.3% (9)	1.90	124
College dean	43.9% (54)	20.3% (25)	17.9% (22)	8.9% (11)	8.9% (11)	1.91	123
Supervisor	19.7% (24)	7.4% (9)	3.3% (4)	1.6% (2)	68.0% (83)	1.59	122
Manager	17.9% (22)	5.7% (7)	3.3% (4)	0.8% (1)	72.4% (89)	1.53	123
Members of upper-level administration	69.4% (86)	12.9% (16)	2.4% (3)	2.4% (3)	12.9% (16)	1.29	124
President	70.7% (87)	12.2% (15)	4.1% (5)	3.3% (4)	9.8% (12)	1.33	123
	<i>answered question</i>						124
	<i>skipped question</i>						4

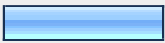
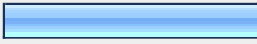
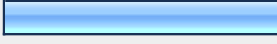
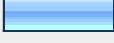


28. For purposes of recontracting, tenure, and promotion, Rowan University currently prioritizes teaching, research, and service as 1, 2 and 3, respectively. Please indicate below how you believe you have actually been evaluated in terms of the priority of each area.

	1	2	3	Rating Average	Response Count
Teaching	66.3% (61)	27.2% (25)	6.5% (6)	1.40	92
Research	27.2% (25)	59.8% (55)	13.0% (12)	1.86	92
Service	6.5% (6)	12.9% (12)	80.6% (75)	2.74	93
	<i>answered question</i>				93
	<i>skipped question</i>				35

29. Next, please indicate below as 1, 2 and 3, respectively, your own opinion of the correct priority that Rowan should accord to each area.

	1	2	3	Rating Average	Response Count
Teaching	89.1% (82)	7.6% (7)	3.3% (3)	1.14	92
Research	9.9% (9)	71.4% (65)	18.7% (17)	2.09	91
Service	1.1% (1)	20.9% (19)	78.0% (71)	2.77	91
	<i>answered question</i>				92
	<i>skipped question</i>				36

30. Are you pleased overall with the quality of your life as a faculty member at Rowan University

		Response Percent	Response Count
Very pleased		17.2%	16
Pleased		28.0%	26
Somewhat pleased		30.1%	28
Somewhat displeased		11.8%	11
Displeased		4.3%	4
Very displeased		8.6%	8
	Other comments:		34
	<i>answered question</i>		93
	<i>skipped question</i>		35

31. For purposes of recontracting, tenure, and multiyear appointment/reappointment, Rowan University currently prioritizes Professional Performance, Scholarly and/or Creative Activity, and Contribution to Department/University as 1, 2 and 3, respectively. Please indicate below how you believe you have actually been evaluated in terms of the priority of each area.

	1	2	3	Rating Average	Response Count
Professional Performance	78.0% (32)	17.1% (7)	4.9% (2)	1.27	41
Scholarly and/or Creative Activity	7.3% (3)	34.1% (14)	58.5% (24)	2.51	41
Contribution to Office or Department/University	14.6% (6)	48.8% (20)	36.6% (15)	2.22	41
	<i>answered question</i>				41
	<i>skipped question</i>				87

32. Indicate below as 1, 2 and 3, respectively, your own opinion of the correct priority that Rowan should accord to each area.

	1	2	3	Rating Average	Response Count
Professional Performance	83.7% (36)	11.6% (5)	4.7% (2)	1.21	43
Scholarly and/or Creative Activity	4.7% (2)	27.9% (12)	67.4% (29)	2.63	43
Contribution to Office or Department/University	11.6% (5)	60.5% (26)	27.9% (12)	2.16	43
	<i>answered question</i>				43
	<i>skipped question</i>				85

33. Are you pleased overall with the quality of your life as a member of the Professional Staff at Rowan University?			Response Percent	Response Count
Very Pleased			7.9%	3
Pleased			44.7%	17
Somewhat Pleased			18.4%	7
Somewhat Displeased			13.2%	5
Displeased			13.2%	5
Very Displeased			2.6%	1
			<i>answered question</i>	38
			<i>skipped question</i>	90

34. Are you pleased with the promotional opportunities offered to Professional Staff for job changes within Rowan University?			Response Percent	Response Count
Very Pleased			0.0%	0
Pleased			15.8%	6
Somewhat Pleased			31.6%	12
Somewhat Displeased			23.7%	9
Displeased			13.2%	5
Very Displeased			15.8%	6
			<i>answered question</i>	38
			<i>skipped question</i>	90

35. Are you pleased with the performance-based promotion process for Professional Staff at Rowan University?

		Response Percent	Response Count
Very Pleased		5.3%	2
Pleased		5.3%	2
Somewhat Pleased		26.3%	10
Somewhat Displeased		28.9%	11
Displeased		13.2%	5
Very Displeased		21.1%	8
Other comments:			12
<i>answered question</i>			38
<i>skipped question</i>			90