

ALL RESPONDENTS COMBINED
Teaching, Research & Scholarship Committee Survey

1a) Xavier has a strong institutional commitment to increasing research/scholarship.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	15	11.9	-2	-30
Disagree	26	20.6	-1	-26
Neither Agree nor Disagree	16	12.7	0	0
Agree	49	38.9	1	49
Strongly Agree	20	15.9	2	40
Total Responses	126	100.0 %		33
Mean (Avg):	0.26			

1b) This commitment is clearly reflected in institutional and academic unit policies and practices regarding rewards (e.g., promotions, salary increases, etc.)

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	13	10.3	-2	-26
Disagree	26	20.6	-1	-26
Neither Agree nor Disagree	24	19.1	0	0
Agree	45	35.7	1	45
Strongly Agree	16	12.7	2	32
Not Applicable	2	1.6		
Total Responses	126	100.0 %		
Mean (Avg):	0.20			

1c) This commitment is clearly reflected in institutional and academic unit policies and practices regarding investment of university resources.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	20	16	-2	-40
Disagree	26	20.8	-1	-26
Neither Agree nor Disagree	38	30.4	0	0
Agree	31	24.8	1	31
Strongly Agree	8	6.4	2	16
Not Applicable	2	1.6		
Total Responses	125	100 %		
Mean (Avg):	(0.15)			

2a) I have the library resources that I need to effectively carry out research/scholarship.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	23	18.4	-2	-46
Disagree	37	29.6	-1	-37
Neither Agree nor Disagree	19	15.2	0	0
Agree	35	28	1	35
Strongly Agree	9	7.2	2	18
Not Applicable	2	1.6		
Total Responses	125	100 %		
Mean (Avg):	(0.24)			

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2b) I have the laboratories/core facilities that I need to effectively carry out research/scholarship.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	8	6.4	-2	-16
Disagree	14	11.2	-1	-14
Neither Agree nor Disagree	30	24	0	0
Agree	36	28.8	1	36
Strongly Agree	7	5.6	2	14
Not Applicable	30	24		
Total Responses	125	100 %		
Mean (Avg):	0.21			

2c) I have the space that I need to effectively carry out research/scholarship.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	8	6.5	-2	-16
Disagree	19	15.45	-1	-19
Neither Agree nor Disagree	19	15.45	0	0
Agree	53	43.09	1	53
Strongly Agree	12	9.76	2	24
Not Applicable	12	9.76		
Total Responses	123	100 %		
Mean (Avg):	0.38			

2d) I have the computing resources that I need to effectively carry out research/scholarship.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	3	2.4	-2	-6
Disagree	14	11.2	-1	-14
Neither Agree nor Disagree	18	14.4	0	0
Agree	60	48	1	60
Strongly Agree	22	17.6	2	44
Not Applicable	8	6.4		
Total Responses	125	100 %		
Mean (Avg):	0.72			

2e) I have the equipment/instrumentation that I need to effectively carry out research/scholarship.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	5	4	-2	-10
Disagree	18	14.4	-1	-18
Neither Agree nor Disagree	19	15.2	0	0
Agree	53	42.4	1	53
Strongly Agree	11	8.8	2	22
Not Applicable	19	15.2		
Total Responses	125	100 %		
Mean (Avg):	0.44			

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2f) I have the technical support staff that I need to operate/maintain my research equipment and laboratory.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	22	17.6	-2	-44
Disagree	25	20	-1	-25
Neither Agree nor Disagree	17	13.6	0	0
Agree	33	26.4	1	33
Strongly Agree	7	5.6	2	14
Not Applicable	21	16.8		
Total Responses	<u>125</u>	<u>100 %</u>		
Mean (Avg):				(0.21)

3a) I have sufficient time to carry out research/scholarly activities to maintain up-to-date knowledge of my academic field.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	63	50.8	-2	-126
Disagree	38	30.7	-1	-38
Neither Agree nor Disagree	5	4.0	0	0
Agree	15	12.1	1	15
Strongly Agree	2	1.6	2	4
Not Applicable	1	0.8		
Total Responses	<u>124</u>	<u>100.0 %</u>		
Mean (Avg):				(1.18)

3b) I have sufficient time to carry out research/scholarly activities that will lead to publication in national journals.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	62	50.0	-2	-124
Disagree	41	33.1	-1	-41
Neither Agree nor Disagree	8	6.5	0	0
Agree	10	8.1	1	10
Not Applicable	3	2.4		
Total Responses	<u>124</u>	<u>100.0 %</u>		
Mean (Avg):				(1.28)

3c) I have sufficient time to carry out research/scholarly activities that will lead to competitive grants.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	60	48.4	-2	-120
Disagree	43	34.7	-1	-43
Neither Agree nor Disagree	9	7.3	0	0
Agree	7	5.7	1	7
Not Applicable	5	4.0		
Total Responses	<u>124</u>	<u>100.0 %</u>		
Mean (Avg):				(1.31)

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3d) [A&S faculty only] The new A&S release time policy allows me adequate time to enhance my research/scholarship.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	21	18.6	-2	-42
Disagree	29	25.7	-1	-29
Neither Agree nor Disagree	27	23.9	0	0
Agree	17	15.0	1	17
Not Applicable	19	16.8		
Total Responses	<u>113</u>	<u>100.0 %</u>		
Mean (Avg):				(0.57)

4a) I have sufficient library resources to teach my courses effectively.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	8	6.6	-2	-16
Disagree	12	9.8	-1	-12
Neither Agree nor Disagree	25	20.5	0	0
Agree	56	45.9	1	56
Strongly Agree	17	13.9	2	34
Not Applicable	4	3.3		
Total Responses	<u>122</u>	<u>100.0 %</u>		
Mean (Avg):				0.53

4b) I have sufficient classroom facilities that I need to teach my courses effectively.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	9	7.4	-2	-18
Disagree	25	20.5	-1	-25
Neither Agree nor Disagree	7	5.7	0	0
Agree	57	46.7	1	57
Strongly Agree	23	18.9	2	46
Not Applicable	1	0.8		
Total Responses	<u>122</u>	<u>100.0 %</u>		
Mean (Avg):				0.50

4c) I have sufficient classroom space to teach my courses effectively.

	Count	Percent	Weight	Weighted Total
Strongly Disagree	9	7.4	-2	-18
Disagree	23	18.9	-1	-23
Neither Agree nor Disagree	7	5.7	0	0
Agree	53	43.4	1	53
Strongly Agree	30	24.6	2	60
Total Responses	<u>122</u>	<u>100.0 %</u>		
Mean (Avg):				0.59

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4d) I have sufficient computing resources to teach my courses effectively.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	6	4.9	-2	-12
Disagree	11	9.0	-1	-11
Neither Agree nor Disagree	12	9.8	0	0
Agree	56	45.9	1	56
Strongly Agree	33	27.1	2	66
Not Applicable	4	3.3		
Total Responses	122	100.0 %		
Mean (Avg):	0.84			

4e) I have sufficient time to carry out my teaching responsibilities effectively.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	14	11.5	-2	-28
Disagree	24	19.7	-1	-24
Neither Agree nor Disagree	15	12.3	0	0
Agree	55	45.1	1	55
Strongly Agree	14	11.5	2	28
Total Responses	122	100.0 %		31
Mean (Avg):	0.25			

4f) I have sufficient time to maintain up-to-date knowledge regarding the courses that I teach.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	17	13.9	-2	-34
Disagree	34	27.9	-1	-34
Neither Agree nor Disagree	24	19.7	0	0
Agree	38	31.2	1	38
Strongly Agree	9	7.4	2	18
Total Responses	122	100.0 %		-12
Mean (Avg):	(0.10)			

5a) Eliminating barriers identified above will significantly increase Xavier's ability to attract outstanding faculty.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	1	0.8	-2	-2
Disagree	5	4.1	-1	-5
Neither Agree nor Disagree	11	9.1	0	0
Agree	42	34.7	1	42
Strongly Agree	56	46.3	2	112
Not Applicable	6	5.0		
Total Responses	121	100.0 %		
Mean (Avg):	1.28			

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5b) Eliminating barriers identified above will significantly increase Xavier's ability to retain outstanding faculty.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	1	0.8	-2	-2
Disagree	3	2.5	-1	-3
Neither Agree nor Disagree	12	9.9	0	0
Agree	34	28.1	1	34
Strongly Agree	64	52.9	2	128
Not Applicable	7	5.8		
Total Responses	121	100.0 %		
Mean (Avg):	1.38			

Teaching (Importance)

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
1 Not At All Important	1	0.8	1	1
3	2	1.6	3	6
4	17	13.9	4	68
5 Extremely Important	102	83.6	5	510
Total Responses	122	100.0 %		
Mean (Avg):	4.80			

Research & Scholarship (Importance)

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
2	3	2.5	2	6
3	25	20.5	3	75
4	49	40.2	4	196
5 Extremely Important	45	36.9	5	225
Total Responses	122	100.0 %		
Mean (Avg):	4.11			

Service (Importance)

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
1 Not At All Important	4	3.3	1	4
2	6	4.9	2	12
3	44	36.1	3	132
4	49	40.2	4	196
5 Extremely Important	19	15.6	5	95
Total Responses	122	100 %		
Mean (Avg):	3.60			

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Other (Importance)

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
1 Not At All Important	4	19.1	1	4
2	3	14.3	2	6
3	8	38.1	3	24
4	4	19.1	4	16
5 Extremely Important	2	9.5	5	10
Total Responses	21	100.0 %		
Mean (Avg):	2.86			

A) The current 4:4 teaching load for all faculty at Xavier should be left in place as is.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	49	49.5	-2	-98
Disagree	31	31.3	-1	-31
Neither Agree nor Disagree	11	11.1	0	0
Agree	5	5.1	1	5
Strongly Agree	3	3.0	2	6
Total Responses	99	100.0 %		
Mean (Avg):	(1.19)			

B) The current 4:4 teaching load for all faculty at Xavier should be reduced to 3:3, with an increased expectation for research and scholarly activities for all faculty.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	8	7.9	-2	-16
Disagree	19	18.8	-1	-19
Neither Agree nor Disagree	16	15.8	0	0
Agree	27	26.7	1	27
Strongly Agree	31	30.7	2	62
Total Responses	101	100.0 %		
Mean (Avg):	0.53			

C) The current 4:4 teaching load for all faculty at Xavier should be changed to a mixture-- 4:4 for some faculty, and 3:3 (with an increased expectation regarding research and scholarly activities) for others.

	<i>Count</i>	<i>Percent</i>	<i>Weight</i>	<i>Weighted Total</i>
Strongly Disagree	9	8.9	-2	-18
Disagree	9	8.9	-1	-9
Neither Agree nor Disagree	16	15.8	0	0
Agree	36	35.6	1	36
Strongly Agree	31	30.7	2	62
Total Responses	101	100.0 %		
Mean (Avg):	0.70			

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Please indicate your academic discipline:

	Count	Percent
Business	4	3.4
Education	5	4.2
Humanities	32	27.1
Natural Sciences & Math	46	39.0
Social Sciences	14	11.9
Pharmacy: Basic	6	5.1
Pharmacy: Clinical	11	9.3
Total Responses	118	100.0 %

Tenure description:

	Count	Percent
Tenured	61	51.7
Tenure Track	37	31.4
Non-Tenure Track	20	17.0
Total Responses	118	100.0 %

Rank:

	Count	Percent
Assistant Professor	56	49.1
Associate Professor	29	25.4
Full Professor	29	25.4
Total Responses	114	100.0 %

Length of time at Xavier:

	Count	Percent
Ten to less than fifteen years	18	15.1
Less than three years	29	24.4
Three to less than six years	22	18.5
Six to less than ten years	19	16.0
Over fifteen years	31	26.1
Total Responses	119	100.0 %