



INSTRUCTIONS: Please indicate your selections by checking the appropriate box, or writing in your answer where indicated. Additional instructions are italicized. Space is provided on the final page for any comments you may wish to add.

A. FACULTY ISSUES					
TEACHING					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
1. My department's teaching expectations are what I understood they would be from my letter of hire.					
2. The assignment of teaching loads is equitable within my department.					
3. Given my other duties, I have adequate time to fulfill my teaching assignments.					
4. My department provides adequate clerical and technical resources in support of my teaching assignments.					
5. My department encourages innovative teaching.					
6. My department rewards excellence in teaching.					
7. My department encourages interdisciplinary collaboration in teaching.					
8. Faculty in my department have ample opportunity to give substantive input into the academic policy-making process.					
9. The instrument used by students to evaluate my teaching is effective.					
10. MSU-Bozeman provides a climate which promotes academic freedom.					
ADVISING					
11. I understand the University and department degree requirements well enough to advise students well.					
12. Given my other duties, I have adequate time to advise the students assigned to me.					
13. The number of students assigned to me for advising is equitable within my department.					
RESEARCH AND CREATIVE ACTIVITIES					
14. My department's research/creativity expectations are what I understood they would be from my letter of hire.					
15. My department rewards excellence in research/creative activity.					
16. My department encourages interdisciplinary collaboration in research.					
17. The process of distributing MONTS funds is equitable.					
18. The formula for the distribution of indirect cost reimbursements (IDCs) is equitable.					
19. The distribution of IDCs encourages ongoing campus research/creative activities.					

20. Faculty have ample opportunity to give substantive input into the research/creativity policy-making process at the University level.					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
21. Given my other duties, I have adequate time to conduct my expected research/creative activities.					
22. MSU-Bozeman provides adequate sabbatical leave opportunities for renewal of my research/creative activities.					
23. My department provides adequate clerical and technical resources in support of my research/creative activities.					
24. My department provides adequate <u>funding</u> in support of my research/creative activities.					
SERVICE					
25. My department's service expectations are what I understood they would be from my letter of hire.					
26. My department rewards excellence in service.					
27. The assignment of departmental service loads is equitable.					
28. The assignment of college service loads is equitable.					
29. The assignment of University service loads is equitable.					
PROMOTION AND TENURE <i>[Please answer only if applicable]</i>					
30. Promotion and tenure expectations were clearly communicated to me upon hire.					
31. Promotion and tenure expectations have been clearly communicated to me since hire.					
32. The promotion and tenure process at MSU-Bozeman is fair.					
33. The departmental annual review process is fair.					
PRODUCTIVITY, QUALITY, AND OUTCOMES AGREEMENT <i>[Please answer only if applicable]</i>					
34. The condition of "quid pro quo" for more work/more pay was a fair concept for PQ&O implementation.					
35. Class Credit/Instructional Full Time Equivalent (CC/IFTE) is an appropriate method for measuring teaching loads.					
SALARY					
36. My base AY salary is appropriate as compared to faculty with the same rank, experience, and time in service <u>in my department</u> .					
37. My base AY salary is appropriate as compared to faculty with the same rank, experience, and time in service, in my discipline <u>at other institutions</u> .					
38. Annual increases in my salary have been equitably determined by my department and college.					
BENEFITS					
39. I am satisfied with my health insurance coverage.					
40. The out-of-pocket costs for my health insurance are reasonable.					
41. The University's Flexible Spending Plan should be continued.					

42. The state's retirement package (TRS) is adequate for my needs.					
43. The TIAA/CREF retirement package is adequate for my needs.					

B. ACADEMIC PROGRAMS

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
1. The 150 credit limit on state-subsidized tuition allows students ample time to complete their degree programs.					
2. The reduction in graduation credits from 128 to 120 has increased the integrity of undergraduate degree programs.					
3. Opportunities for entering students to take first-year seminars should be expanded.					
4. Resource issues aside, capstone courses provide a valuable senior experience.					
5. Having the opportunity to participate in a quality international education program is important for students at MSU-Bozeman.					
6. Faculty development programs sponsored by committees and centers such as the Teaching/Learning Committee and the Big Sky Institute offer valuable on-campus resources for faculty.					
7. The University Honors Program serves an important role in providing challenging course work for qualified students.					
8. Summer course offerings should be expanded.					

C. LIBRARY AND INFORMATION RESOURCES

1. Library resources adequately support undergraduate instruction.					
2. Library resources adequately support graduate instruction.					
3. Library resources adequately support undergraduate research.					
4. Library resources adequately support graduate research.					
5. Library resources adequately support my research/creative activities.					
6. In general, the services provided by the MSU-Bozeman Library adequately support campus users.					

D. STUDENTS

1. Entering undergraduate students at MSU-Bozeman are adequately prepared for college-level course work.					
2. Entering graduate students at MSU-Bozeman are adequately prepared for graduate-level course work.					
3. Adequate efforts are made to retain qualified students.					
4. Sufficient advising opportunities are provided for students.					

[Please indicate your opinion of the effectiveness of the following student services.]

	Very Effective	Effective	Ineffective	Very Ineffective	Don't Know or N/A
5. Career Services					

6. Counseling Center					
7. Financial Aid					
8. Math Learning Center					
	Very Effective	Effective	Ineffective	Very Ineffective	Don't Know or N/A
9. New Student Services					
10. Registrar and Admissions					
11. Resource Center					
12. Student Health Services					
13. Office of Student Affairs					
14. Writing Center					
15. Are there any student services not offered on this campus that would benefit our students?					

E. INSTITUTIONAL INTEGRITY					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
1. Intellectual property rights policies are appropriate for this campus.					
2. The faculty, staff, and student recruitment policies are appropriate for this campus.					
3. The administration appropriately supports ethnic and gender diversity on this campus.					
4. The administration acts appropriately when fraud is reported or discovered.					
5. The University appropriately communicates relevant information to all of its constituents.					
6. The University has adequate procedures for dealing with sexual harassment.					
7. The University has adequate procedures for dealing with discrimination.					

F. FINANCE					
1. In general terms, the budgeting process at MSU-Bozeman is an open process.					
2. Faculty have adequate opportunity for input into the University budgetary process.					
3. My department's operating budget is adequate.					
4. The Student Computer Fee allocation process is fair.					
5. The Student Equipment Fee allocation process is fair.					

G. THE CORE CURRICULUM

1. How many Core courses (not individual sections) are you teaching this academic year?
 1 or 2 different courses More than 2 different courses Have taught Core courses, but not this year
 Have never taught Core courses

2. How familiar are you with the learning objectives of the Core?
 very familiar familiar somewhat familiar not at all familiar

3. The Core Curriculum requires 32 credits to complete. Please select one of the following to most accurately reflect your opinion.
 32 credit hours are adequate to address Core learning objectives
 Core learning objectives cannot be adequately covered in 32 credits
 Core learning objectives can be adequately covered in less than 32 credits

Based on your experience advising and teaching your department's undergraduates, please rate the effectiveness of each Core area in preparing your majors for higher-level course work [Check one for each row.]

	Highly Effective	Somewhat Effective	Somewhat Ineffective	Highly Ineffective	Not Relevant to My Discipline	Don't Know or N/A
4. Fine Arts						
5. Humanities						
6. Mathematics						
7. Multicultural/ Global						
8. Natural Sciences						
9. Social Sciences						
10. Verbal Communication						
11. Written Communication						

[Please indicate your view on the number of Core credits that should be required in each designated area to assure Core learning objectives are met by students. Current credit requirements are listed in the first column.]

	Current Credits	The number of required credit hours should be increased	The number of required credit hours is appropriate	The number of required credit hours should be reduced	This Core area should be eliminated altogether
12. F - Fine Arts	3				
13. H - Humanities	6				
14. M - Mathematics	3				
15. # - Multicultural/Global	6				
16. N - Natural Sciences	8				
17. S - Social Sciences	6				
18. V - Verbal Communication	3				
19. W - Written Communication	3				

20. Are there additional areas of the Core that should be included in our Core Curriculum?
 yes no If yes, please write in new area(s) _____

21. Students should be required to take all of their Core courses outside of their major.
 Yes No Why or why not? _____

22. Currently, students who score well on the verbal section of the ACT or SAT are exempt from the written Core requirement. Should a similar exemption be created for students who score well on the mathematics section of entrance exams?
 Yes, create a mathematics exemption No, maintain current mathematics requirements

23. Another proposal is for students to complete their "skills" courses (e.g., math, verbal communication, and written communication) before reaching junior standing. How do you feel about this proposal?
 favor the proposal oppose the proposal

24. Should Core courses only be taught by specialists in each Core area? For example, only instructors in a recognized social science discipline should teach social science Core courses. *[You may check more than one box.]*
 yes, unless "skills" courses yes, unless Multicultural/Global no

25. Some faculty favor requiring that all of the Core be completed before a student reaches junior standing (this would not apply to transfer students). If this were practical, how do you feel about this proposal?
 favor the proposal oppose the proposal

26. Currently, approximately one third of all Core courses are offered at the 300- and 400-level. In your opinion . . .
 additional upper division Core courses should be offered fewer upper division Core courses should be offered
 the number of upper division Core courses should remain the same

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
27. The goals of the Core would be better met if all students were required to take a <u>common set</u> of Core courses during their first two years.					
28. The goals of the Core would be better met if all students were required to take <u>upper-division</u> Core electives.					
29. Core courses should be clustered to allow an interdisciplinary focus.					
30. The process by which courses (e.g., transfer courses) can be substituted for required Core courses is equitable.					
31. Core dollars are equitably allocated among colleges.					
32. Core dollars are equitably allocated among departments.					
33. Core courses should be re-assessed by the Core Curriculum Committee on a periodic basis.					
34. Ongoing campus discussions about revising the Core Curriculum, are timely and should be encouraged.					
35. Please make any additional comments you may have about MSU-Bozeman's Core Curriculum in the space below.					

H. GOVERNANCE AND ADMINISTRATION					
1. Faculty Council represents the interests of the faculty.					
2. Central administration carefully considers faculty views in matters in which faculty have a direct interest.					
3. Central administration adequately communicates with faculty.					
4. Faculty have the opportunity to participate in setting University goals.					

MSU RESTRUCTURING. [Note: MSU includes MSU-Bozeman, MSU-Billings, MSU-Northern, and the Great Falls College of Technology.]					
5. The restructuring of the Montana University System has benefitted the MSU-Bozeman campus.					
6. The reputation of MSU-Bozeman remains unchanged even though there are other campuses in the state with similar names.					
7. The recruitment of out-of-state students remains unchanged even though there are other campuses in the state with similar names.					
8. Faculty at the other MSU campuses should be treated the same as Bozeman faculty regarding salaries, promotion and tenure, the ability to be appointed to vacant positions, etc.					

I. FACILITIES

CLASSROOMS

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or N/A
1. There are adequate choices of classrooms to fit my teaching style.					
2. The classrooms in which I teach have sufficient computer connections for <u>faculty instruction</u> .					
3. The classrooms in which I teach have computer connections that meet <u>students' needs</u> .					
4. The classrooms in which I teach have sufficient A/V equipment.					
5. In general, the seating capacity in the classrooms in which I teach is appropriate for the number of students enrolled in the course.					
6. Acoustics in the classrooms in which I teach are adequate.					
7. Seating in the classrooms in which I teach is in acceptable condition.					
8. Writing surfaces in the classrooms in which I teach are in acceptable condition.					

LABS AND STUDIOS

9. There are adequate choices of labs/studios to fit my teaching style.					
10. My lab/studio is adequate to accommodate my research.					
11. Equipment in the instructional labs/studios in which I teach is adequate.					
12. Equipment in the research labs/studios in which I work is adequate.					
13. Cabinetry in the instructional labs/studios in which I teach is adequate.					
14. Cabinetry in the research lab/studio in which I work is adequate.					

SERVICES

15. Custodial Services keeps my office adequately clean.					
16. Custodial Services keeps my classrooms adequately clean.					
17. Furnishings/equipment in my office are adequately maintained.					
18. Furnishings/equipment in my classrooms are adequately maintained.					
19. Required maintenance for furnishings/equipment in my department is performed in a timely manner.					

J. UNIVERSITY MISSION AND PLANNING					
1. The stated tripartite mission for MSU-Bozeman - providing quality undergraduate and graduate education, conducting basic and applied research and creative activity, and providing service through outreach - is appropriate to the activities of the University.					
2. Future decision-making should be guided by the Long-Range Plan.					
3. The process undertaken by the 1997-98 Special Review Committee has assisted the University in its planning efforts.					
4. The process undertaken by the 1998-99 Strategic Planning and Budget Committee will result in the implementation of more integrated budgetary and planning decisions.					

K. COMMENTS
1. As a faculty member, what do you like most about MSU-Bozeman?
2. As a faculty member, what do you like least about MSU-Bozeman?
3. Please use this space or attach additional sheets if you would like to provide any further comments.

L. DEMOGRAPHICS. <i>[The following information is for statistical purposes only.]</i>
1. Rank <input type="checkbox"/> Full Professor <input type="checkbox"/> Associate Professor <input type="checkbox"/> Assistant Professor <input type="checkbox"/> Adjunct Faculty member
2. Tenure <input type="checkbox"/> Tenured <input type="checkbox"/> Tenure Track <input type="checkbox"/> Non-tenure Track <input type="checkbox"/> N/A

3.	Status	<input type="checkbox"/> Full Time	<input type="checkbox"/> Part Time	<input type="checkbox"/> Post Retirement
4.	Gender	<input type="checkbox"/> Female	<input type="checkbox"/> Male	
5.	Years of service at MSU-Bozeman _____			
6.	COLLEGE OF APPOINTMENT			
	<input type="checkbox"/> Agriculture		<input type="checkbox"/> Letters & Science	
	<input type="checkbox"/> Ag Extension		<input type="checkbox"/> Biological, Physical, or Mathematical Sciences	
	<input type="checkbox"/> Arts and Architecture		<input type="checkbox"/> Humanities, Social Sciences, or Behavioral Sciences	
	<input type="checkbox"/> Business		<input type="checkbox"/> Library	
	<input type="checkbox"/> Education, Health and Human Development		<input type="checkbox"/> Nursing	
	<input type="checkbox"/> Engineering		<input type="checkbox"/> MSU-Bozeman Campus	
			<input type="checkbox"/> Extended Campus	