



SIUC Applied Research Consultants

2017-2018 Campus Climate Survey: Final Report

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I. Executive Summary

Applied Research Consultants (ARC) was contacted by the coordinator of the Southern Illinois University, Carbondale (SIU) Accreditation Committee, Dr. Ruth Anne Rehfeldt, in order to conduct a reaccreditation survey for all SIU students, faculty, civil service, and administrative staff. The goal of the survey was to obtain information used to formulate a report pertaining to many important areas of performance by the institution as a whole and in order to assist SIU in its efforts for continuous improvement. The report will figure prominently in the university's assurance argument for the Higher Learning Commission (HLC), who will be evaluating the institution for reaccreditation in 2020.

Dr. Rehfeldt requested that ARC review and modify an existing Campus Climate survey, which was utilized during the institution's last reaccreditation. Arc was further asked to develop and administer the online survey instrument, collect and analyze the data, and provide a final report. Additionally, ARC was engaged to conduct focus groups for the surveyed populations, the results of which will be provided in a subsequent report. Qualtrics survey development software was used to design the survey instrument and collect the data. The following report details the survey methodology, data analysis, and results of the Reaccreditation Survey.

II. Method

At the request of the University Accreditation Coordinator, Dr. Ruth Anne Rehfeldt, ARC reviewed and modified a previously used Campus Climate survey, which was used during the university's last reaccreditation efforts. ARC also developed and administered the online survey instrument, and collected and analyzed the data. After modifications were agreed upon by ARC and the Accreditation Team, Qualtrics survey development software was employed to design the survey instrument and collect the data.

Potential respondents received an email pre-notice (Appendix A) on March 9th, 2018, encouraging them to participate in the survey. The email survey invitations (Appendix B) were sent on March 21st, 2018, with reminder emails being sent weekly until the survey closed on May 11th, 2018.

All participants were advised of the confidentiality of their responses (see Appendix C) before being directed to the survey relevant to their population (see Appendices D-G). Potential respondents who did not respond to the initial survey request or reminders and did not opt out receive weekly reminders (Appendix F), were contacted weekly over the course of 9 total weeks in which the survey was open.

Four separate populations were contacted, AP Staff, Civil Service Staff, Faculty, and Students. Initially 3,000 students were contacted as a representative sample, and on April 5th, 2018, the remaining 9,063 students were provided the survey, as well. All AP Staff, Civil Service Staff, and Faculty that work on the Southern Illinois University Carbondale campus were contacted at the start of the survey.

Of the 623 AP Staff that were contacted, 222 responded to the survey, for a completion rate of 35.6%. As for Civil Staff, 1,604 were contacted, with 371 having responded to the survey, for a completion rate of 23.1%. For Faculty, 1,024 faculty members were contacted, with 307 responding, for a completion rate of 30.0%. Finally, of the 12,063 students that were contacted, 1072 completed the survey, for a completion rate of 8.9%. However, for the initial intended population size for the students, which was 3,000, the completion rate would instead be 35.7%. Frequencies were run on all data collected, with non-responses removed from analysis.

III. Results

Student Survey Results

When students were asked if SIU supported their professional development, the majority (i.e., 78.7%) “*agreed*” or “*strongly agreed*” (see Table 1). The majority of students also “*agreed*” or “*strongly agreed*” that SIU’s admission policies are fair (i.e., 71.9%, see Table 11). The majority of students also “*agreed*” or “*strongly agreed*” that SIU emphasizes diversity on campus (i.e., 72.2%) and that SIU is accessible to students with diverse backgrounds and talents (i.e., 77.5%, see Tables 16-17). On the topic of academic development, the majority of students believed that SIU supports the academic development of its students (i.e., 74.1%), SIU provides students with adequate resources for academic growth (i.e., 72.4%), faculty members contribute to their academic growth (i.e., 80.1%) and professional growth (i.e., 74.5%), and there are sufficient programs and/or organizations available to contribute to their academic growth and success (i.e., 72.0%, see Tables 22-26). On the topic of faculty, the majority of students “*agreed*” or “*strongly agreed*” that faculty research benefits students (i.e., 71.1%, see Table 41) and that conducting research with faculty members is an important aspect of academic and professional growth (i.e., 82.1%, see Table 42).

The majority of students “*agreed*” or “*strongly agreed*” that most classes are an appropriate size for effective learning (i.e., 82.7%) and that faculty are available outside of class (i.e., 80.6%, see Tables 56-57). The majority of students also “*agreed*” or “*strongly agreed*” that SIU provides community service opportunities (i.e., 74.1%), faculty connect course assignments to learning outcomes for their program (i.e., 72.3%), and their SIU education is supporting their career goals (i.e., 79.5%, see Table 72, Table 78, and Table 80). The majority of students also “*agreed*” or “*strongly agreed*” that their instructors are invested in their academic success (i.e., 78.6%), that they are aware of additional academic services (i.e., 84.5%), that research is an integral part of SIU’s mission (i.e., 76.5%), and

that the mission statement adequately reflects what the university should be doing (i.e., 75.4%, See Table 83, Tables 85-86, and Table 88).

Faculty Survey Results

Responses from faculty members suggest several areas of optimism. For example, 74.0% “*agreed*” or “*strongly agreed*” that they had a clear understanding of SIU’s policies and procedures relevant to them as faculty members (see Table 92). Furthermore, faculty members overwhelmingly “*agreed*” or “*strongly agreed*” that it is appropriate for SIU to serve a socially (i.e., 93.1%) and economically (89.3%) diverse student body (see Tables-95). When asked if they frequently mentor students, 89.9% “*agreed*” or “*strongly agreed*” (see Table 113). The majority of faculty members “*agreed*” or “*strongly agreed*” that they openly encourage students to seek aid from them (i.e., 94.5%), that they make additional academic services known to their students (i.e., 88.1%), and that SIU is accessible to a wide variety of students with various needs and talents (i.e., 77.2%, See Table 99 and Tables 165-166). Additionally, 75% of faculty members “*agreed*” or “*strongly agreed*” that the mission statement of SIU adequately reflects what the university should be doing (i.e., 75%) and that the faculty and staff in their department are qualified to contribute to the department’s mission (i.e., 83.8%, see Table 172 and Table 178).

Although faculty members seemed to be pleased overall with the current climate at SIU, the survey results highlight a few potential areas for improvement. Specifically, when asked if SIU rewards excellent faculty and staff, 51.2% “*disagreed*” or “*strongly disagreed*,” while only 22.9% “*agreed*” or “*strongly agreed*” (see Table 128). Additionally, a majority of faculty members (i.e., 76.9%) also “*agreed*” or “*strongly agreed*” that they spend personal funds attending professional meetings (see Table 90). A substantial number of faculty members “*disagreed*” or “*strongly disagreed*” that SIU retains qualified faculty and staff (i.e., 60.3%), attracts qualified administrators (i.e., 48.4%), and retains qualified administrators (i.e., 49.1%, see Table 130 and Tables 132-133). Furthermore, 57.5% “*disagreed*” or “*strongly disagreed*,” that SIU commits adequate financial resources to carry out its commitment to effective teaching, that the support budget in their department is adequate for our mission (i.e., 70.5%) and that their department has sufficient resources, other than faculty, to carry out its teaching mission (i.e., 69.2%, see Table 174 and Table 176).

Civil Staff Survey Results

Regarding SIU Civil Staff, the majority of employees (i.e., 67.0%) “*agreed*” or “*strongly agreed*” to having a clear understanding of SIU’s policies and procedures that are relevant to Civil Staff members (see Table 182). Additionally, the majority of Civil Staff members “*agreed*” or “*strongly agreed*” that SIU is committed to Affirmative Action (i.e., 68.1%), is committed to building a diverse educational community (i.e., 70.2%), and is accessible to a wide variety of students with various needs and talents (i.e., 85.4%; see Tables 186-187 and Table 189). Likewise, the majority of Civil Staff members “*agreed*” or “*strongly agreed*” that it is appropriate for SIU to serve an economically diverse (i.e., 83.6%)

and socially diverse (i.e., 85.4%) student body (see Tables 184-185). Finally, the majority of Civil Staff members “*agreed*” or “*strongly agreed*” that student’s make a significant contribution to SIU’s workforce (i.e., 86.9%) and that SIU provides a collegial atmosphere for students (i.e., 70.0%; see Table 198 and Table 204). Overall, it appears that SIU Civil Staff are aware of the particular parameters of their jobs and feel that SIU does and should provide a collegial environment to its diverse student body.

Conversely, Civil Staff members have also indicated some areas in which they are less satisfied with SIU. The majority of Civil Staff members either “*disagreed*” or “*strongly disagreed*” that there are adequate institutional rewards in place for doing their jobs well (i.e., 76.2%; see Table 220). Likewise, Civil Staff members “*disagreed*” or “*strongly disagreed*” that SIU has effective policies for promoting faculty and staff (i.e., 64.4%), rewards excellent faculty and staff (i.e., 66.6%), and retains qualified faculty staff (i.e., 54.9%, see Table 212, Table 221, and Table 223). Finally, Civil Staff members “*disagreed*” or “*strongly disagreed*” that their departmental support budget was adequate for meeting the university’s mission (i.e., 58.4%, see Table 239).

AP Staff Survey Results

AP Staff members “*agreed*” or “*strongly agreed*” to having a clear understanding of SIU’s policies and procedures that are relevant to them (i.e., 68%, see Table 245). Moreover, the majority of AP Staff members “*agreed*” or “*strongly agreed*” that SIU is committed to building a diverse educational community (i.e., 65.5%; see Table 246) and that it is appropriate for SIU to serve an economically diverse student body (i.e., 92.4%; see Table 247) and a socially diverse student body (i.e., 92.4%, see Table 248). Additionally, most AP Staff members “*agreed*” or “*strongly agreed*” that SIU is committed to Affirmative Action (i.e., 68%; see Table 250), Equal Opportunity Employment (i.e., 68.5%; see Table 251), and is accessible to a wide variety of students with various needs and talents (i.e., 85.8%; see Table 252). The majority of AP Staff members “*agreed*” or “*strongly agreed*” that there is a collegial atmosphere where they work (i.e., 71.3%; see Table 262) and that they are satisfied working at SIU (i.e., 63.6%; see Table 263). Regarding students, most AP Staff members “*agreed*” or “*strongly agreed*” to frequently mentoring students (i.e., 70.8%; see Table 266) and that students make a significant contribution to SIU’s workforce (i.e., 90.8%; see Table 267). AP Staff members “*agreed*” or “*strongly agreed*” that SIU is committed to establishing an environment conducive to academic achievement (i.e., 73.2%; see Table 280). When asked about graduate programs, most AP Staff members “*agree*” or “*strongly agree*” that SIU offers graduate programs that attract diverse students (i.e., 72.3%; see Table 290) and talented students (i.e., 68.1%; see Table 291). Similarly, the majority of AP Staff members “*agree*” or “*strongly agree*” that SIU attempts to improve the daily lives of people through its mission (i.e., 71%; see Table 297), that SIU’s mission statement adequately reflects what the university should be doing (i.e., 74.7%; see Table 300), and that the faculty and staff in their department are qualified to contribute to the department’s mission (i.e., 81.1%; see Table 304).

Conversely, most AP staff members “*disagree*” or “*strongly disagree*” that there are adequate institutional rewards for doing their job well (i.e., 64.2%; see Table 283), that SIU retains qualified faculty and staff (i.e., 60.9%, see Table 286), and that the support budget in their department is adequate for their mission (i.e., 66.7%; see Table 302). Furthermore, most AP Staff employees (i.e., 61.4%) “*agreed*” or “*strongly agreed*” that faculty are typically at odds with campus administration (see Table 264).

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Student Survey

Tables 1-88 provide detailed frequencies and valid percentages for student responses to each item. The Student Survey contained 88 questions. With the exception of two questions (see Tables 81-82) student respondents were asked to rate the degree to which they agreed or disagreed with statements related to the campus climate on a 5-point Likert scale, with higher scores indicating higher levels of agreement (*1 = strongly disagree, 5 = strongly agree*).

Table 1. *SIU supports the professional development of students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 249 | 25.7 | | |
| Agree | 513 | 53.0 | | |
| Neither agree nor disagree | 114 | 11.8 | | |
| Disagree | 68 | 7.0 | | |
| Strongly disagree | 24 | 2.5 | | |
| Total | 968 | 100.0 | 2.08 | 0.94 |

Table 2. *I regularly participate in professional development activities in which I am interested.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 159 | 16.4 | | |
| Agree | 358 | 37.0 | | |
| Neither agree nor disagree | 248 | 25.6 | | |
| Disagree | 170 | 17.6 | | |
| Strongly disagree | 33 | 3.4 | | |
| Total | 968 | 100.0 | 2.55 | 1.07 |

Table 3. *I have a clear understanding of SIU's policies and procedures relevant to me as a student.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 190 | 19.6 | | |
| Agree | 455 | 47.0 | | |
| Neither agree nor disagree | 149 | 15.4 | | |
| Disagree | 149 | 15.4 | | |
| Strongly disagree | 25 | 2.6 | | |
| Total | 968 | 100.0 | 2.34 | 1.04 |

Table 4. *SIU is committed to building a diverse educational community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 230 | 23.8 | | |
| Agree | 412 | 42.6 | | |
| Neither agree nor disagree | 167 | 17.3 | | |
| Disagree | 109 | 11.3 | | |
| Strongly disagree | 50 | 5.2 | | |
| Total | 968 | 100.0 | 2.32 | 1.11 |

Table 5. *I have been sexually harassed at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 88 | 9.3 | | |
| Agree | 806 | 84.8 | | |
| Neither agree nor disagree | 29 | 3.1 | | |
| Disagree | 27 | 2.8 | | |
| Strongly disagree | 950 | 100.0 | | |
| Total | 88 | 9.3 | 1.99 | 0.49 |

Table 6. *SIU is committed to Affirmative Action.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 170 | 17.9 | | |
| Agree | 339 | 35.8 | | |
| Neither agree nor disagree | 327 | 34.5 | | |
| Disagree | 78 | 8.2 | | |
| Strongly disagree | 34 | 3.6 | | |
| Total | 948 | 100.0 | 2.44 | 0.99 |

Table 7. *SIU is committed to Equal Opportunity Employment.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 244 | 25.7 | | |
| Agree | 392 | 41.4 | | |
| Neither agree nor disagree | 214 | 22.6 | | |
| Disagree | 63 | 6.6 | | |
| Strongly disagree | 35 | 3.7 | | |
| Total | 948 | 100.0 | 2.21 | 1.02 |

Table 8. *I feel a part of the SIU community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 205 | 21.7 | | |
| Agree | 429 | 45.5 | | |
| Neither agree nor disagree | 160 | 17.0 | | |
| Disagree | 105 | 11.1 | | |
| Strongly disagree | 44 | 4.7 | | |
| Total | 943 | 100.0 | 2.31 | 1.07 |

Table 9. *Most students are strongly committed to a community of service.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 87 | 9.2 | | |
| Agree | 295 | 31.3 | | |
| Neither agree nor disagree | 312 | 33.1 | | |
| Disagree | 201 | 21.3 | | |
| Strongly disagree | 48 | 5.1 | | |
| Total | 943 | 100.0 | 2.82 | 1.03 |

Table 10. *SIU values outreach to the local community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 162 | 17.2 | | |
| Agree | 405 | 42.9 | | |
| Neither agree nor disagree | 217 | 23.0 | | |
| Disagree | 125 | 13.3 | | |
| Strongly disagree | 34 | 3.6 | | |
| Total | 943 | 100.0 | 2.43 | 1.04 |

Table 11. *SIU is fair in its admission policies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 213 | 23.0 | | |
| Agree | 453 | 48.9 | | |
| Neither agree nor disagree | 190 | 20.5 | | |
| Disagree | 43 | 4.6 | | |
| Strongly disagree | 27 | 2.9 | | |
| Total | 926 | 100.0 | 2.16 | 0.93 |

Table 12. *The grievance procedures at SIU work well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 74 | 8.0 | | |
| Agree | 209 | 22.6 | | |
| Neither agree nor disagree | 495 | 53.6 | | |
| Disagree | 82 | 8.9 | | |
| Strongly disagree | 63 | 6.8 | | |
| Total | 923 | 100.0 | 2.84 | 0.94 |

Table 13. *SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 117 | 12.7 | | |
| Agree | 400 | 43.3 | | |
| Neither agree nor disagree | 224 | 24.2 | | |
| Disagree | 138 | 14.9 | | |
| Strongly disagree | 45 | 4.9 | | |
| Total | 924 | 100.0 | 2.56 | 1.05 |

Table 14. *Our student body meets SIU's standards for academic quality.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 48 | 5.1 | | |
| Agree | 134 | 14.2 | | |
| Neither agree nor disagree | 237 | 25.1 | | |
| Disagree | 417 | 44.1 | | |
| Strongly disagree | 110 | 11.6 | | |
| Total | 946 | 100.0 | 2.56 | 1.03 |

Table 15. *SIU is a racially integrated campus.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 237 | 26.0 | | |
| Agree | 404 | 44.3 | | |
| Neither agree nor disagree | 139 | 15.3 | | |
| Disagree | 92 | 10.1 | | |
| Strongly disagree | 39 | 4.3 | | |
| Total | 911 | 100.0 | 2.22 | 1.07 |

Table 16. *SIU emphasizes diversity on campus.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 250 | 27.4 | | |
| Agree | 409 | 44.8 | | |
| Neither agree nor disagree | 116 | 12.7 | | |
| Disagree | 105 | 11.5 | | |
| Strongly disagree | 32 | 3.5 | | |
| Total | 912 | 100.0 | 2.19 | 1.07 |

Table 17. *SIU is accessible to students with diverse backgrounds and talents.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 259 | 28.4 | | |
| Agree | 448 | 49.1 | | |
| Neither agree nor disagree | 119 | 13.0 | | |
| Disagree | 63 | 6.9 | | |
| Strongly disagree | 23 | 2.5 | | |
| Total | 912 | 100.0 | 2.06 | 0.96 |

Table 18. *SIU emphasizes diversity in its recruitment of students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 222 | 24.3 | | |
| Agree | 388 | 42.5 | | |
| Neither agree nor disagree | 208 | 22.8 | | |
| Disagree | 67 | 7.3 | | |
| Strongly disagree | 28 | 3.1 | | |
| Total | 913 | 100.0 | 2.22 | 1.00 |

Table 19. *SIU increases appreciation for diversity through the courses and majors it offers.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 162 | 17.8 | | |
| Agree | 361 | 39.6 | | |
| Neither agree nor disagree | 222 | 24.3 | | |
| Disagree | 108 | 11.8 | | |
| Strongly disagree | 59 | 6.5 | | |
| Total | 912 | 100.0 | 2.50 | 1.11 |

Table 20. *SIU increases respect for diversity through courses and majors it offers.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 151 | 16.9 | | |
| Agree | 372 | 41.6 | | |
| Neither agree nor disagree | 226 | 25.3 | | |
| Disagree | 100 | 11.2 | | |
| Strongly disagree | 45 | 5.0 | | |
| Total | 894 | 100.0 | 2.46 | 1.06 |

Table 21. *SIU provides students with adequate resources for professional growth.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 178 | 19.9 | | |
| Agree | 429 | 48.0 | | |
| Neither agree nor disagree | 142 | 15.9 | | |
| Disagree | 100 | 11.2 | | |
| Strongly disagree | 45 | 5.0 | | |
| Total | 894 | 100.0 | 2.33 | 1.07 |

Table 22. *SIU supports the academic development of its students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 200 | 22.4 | | |
| Agree | 462 | 51.7 | | |
| Neither agree nor disagree | 121 | 13.5 | | |
| Disagree | 77 | 8.6 | | |
| Strongly disagree | 34 | 3.8 | | |
| Total | 894 | 100.0 | 2.20 | 1.00 |

Table 23. *SIU provides students with adequate resources for academic growth.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 188 | 21.3 | | |
| Agree | 452 | 51.1 | | |
| Neither agree nor disagree | 118 | 13.3 | | |
| Disagree | 92 | 10.4 | | |
| Strongly disagree | 34 | 3.8 | | |
| Total | 884 | 100.0 | 2.24 | 1.03 |

Table 24. *Faculty members at SIU contribute to my academic growth.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 288 | 32.6 | | |
| Agree | 420 | 47.5 | | |
| Neither agree nor disagree | 92 | 10.4 | | |
| Disagree | 46 | 5.2 | | |
| Strongly disagree | 38 | 4.3 | | |
| Total | 884 | 100.0 | 2.01 | 1.01 |

Table 25. *Faculty members at SIU contribute to my professional growth.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 267 | 30.2 | | |
| Agree | 392 | 44.3 | | |
| Neither agree nor disagree | 106 | 12.0 | | |
| Disagree | 81 | 9.2 | | |
| Strongly disagree | 38 | 4.3 | | |
| Total | 884 | 100.0 | 2.13 | 1.08 |

Table 26. *There are sufficient programs and/or organizations available to contribute to the academic growth and success of students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 182 | 20.8 | | |
| Agree | 447 | 51.2 | | |
| Neither agree nor disagree | 141 | 16.2 | | |
| Disagree | 77 | 8.8 | | |
| Strongly disagree | 26 | 3.0 | | |
| Total | 873 | 100.0 | 2.22 | 0.97 |

Table 27. *There are sufficient programs and/or organizations available to contribute to the professional growth and success of students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 168 | 19.2 | | |
| Agree | 414 | 47.4 | | |
| Neither agree nor disagree | 160 | 18.3 | | |
| Disagree | 101 | 11.6 | | |
| Strongly disagree | 30 | 3.4 | | |
| Total | 873 | 100.0 | 2.33 | 1.02 |

Table 28. *There are sufficient opportunities to gain student employment at this university.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 162 | 18.6 | | |
| Agree | 378 | 43.3 | | |
| Neither agree nor disagree | 182 | 20.9 | | |
| Disagree | 96 | 11.0 | | |
| Strongly disagree | 54 | 6.2 | | |
| Total | 872 | 100.0 | 2.43 | 1.10 |

Table 29. *I have been mentored by a faculty member.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 226 | 26.0 | | |
| Agree | 313 | 36.0 | | |
| Neither agree nor disagree | 109 | 12.5 | | |
| Disagree | 169 | 19.4 | | |
| Strongly disagree | 53 | 6.1 | | |
| Total | 870 | 100.0 | 2.44 | 1.23 |

Table 30. *I have been mentored by a staff member.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 125 | 14.4 | | |
| Agree | 278 | 32.0 | | |
| Neither agree nor disagree | 178 | 20.5 | | |
| Disagree | 216 | 24.9 | | |
| Strongly disagree | 72 | 8.3 | | |
| Total | 869 | 100.0 | 2.81 | 1.20 |

Table 31. *Facilitating students' search for a meaningful or purposeful life is a very important goal for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 142 | 16.3 | | |
| Agree | 331 | 38.1 | | |
| Neither agree nor disagree | 196 | 22.6 | | |
| Disagree | 141 | 16.2 | | |
| Strongly disagree | 59 | 6.8 | | |
| Total | 869 | 100.0 | 2.59 | 1.14 |

Table 32. *SIU promotes the development of leadership abilities in its students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 157 | 18.3 | | |
| Agree | 415 | 48.3 | | |
| Neither agree nor disagree | 172 | 20.0 | | |
| Disagree | 84 | 9.8 | | |
| Strongly disagree | 31 | 3.6 | | |
| Total | 859 | 100.0 | 2.32 | 1.00 |

Table 33. *I have held a leadership position in a campus organization (e.g., sports team, Greek organization, honor society, departmental clubs, etc.)*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 194 | 22.6 | | |
| Agree | 174 | 20.3 | | |
| Neither agree nor disagree | 93 | 10.8 | | |
| Disagree | 265 | 30.8 | | |
| Strongly disagree | 133 | 15.5 | | |
| Total | 859 | 100.0 | 2.96 | 1.43 |

Table 34. *SIU gives me opportunities to be a leader within the community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 139 | 16.2 | | |
| Agree | 329 | 38.3 | | |
| Neither agree nor disagree | 249 | 29.0 | | |
| Disagree | 120 | 14.0 | | |
| Strongly disagree | 22 | 2.6 | | |
| Total | 859 | 100.0 | 2.48 | 1.00 |

Table 35. *I have learned to be a leader through the curriculum at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 96 | 11.2 | | |
| Agree | 223 | 26.0 | | |
| Neither agree nor disagree | 256 | 29.8 | | |
| Disagree | 212 | 24.7 | | |
| Strongly disagree | 72 | 8.4 | | |
| Total | 859 | 100.0 | 2.93 | 1.13 |

Table 36. *Helping students develop their creative capacities is a very important goal for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 133 | 15.5 | | |
| Agree | 336 | 39.2 | | |
| Neither agree nor disagree | 231 | 27.0 | | |
| Disagree | 116 | 13.5 | | |
| Strongly disagree | 41 | 4.8 | | |
| Total | 857 | 100.0 | 2.53 | 1.06 |

Table 37. *Preparing students to participate in their community is a very important goal for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 141 | 16.7 | | |
| Agree | 361 | 42.7 | | |
| Neither agree nor disagree | 198 | 23.4 | | |
| Disagree | 111 | 13.1 | | |
| Strongly disagree | 35 | 4.1 | | |
| Total | 846 | 100.0 | 2.45 | 1.05 |

Table 38. *SIU provides excellent services for incoming students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 154 | 18.2 | | |
| Agree | 360 | 42.5 | | |
| Neither agree nor disagree | 174 | 20.5 | | |
| Disagree | 105 | 12.4 | | |
| Strongly disagree | 54 | 6.4 | | |
| Total | 847 | 100.0 | 2.46 | 1.12 |

Table 39. *There are many opportunities for me to engage in research activities with faculty members.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 159 | 18.8 | | |
| Agree | 308 | 36.4 | | |
| Neither agree nor disagree | 194 | 22.9 | | |
| Disagree | 133 | 15.7 | | |
| Strongly disagree | 53 | 6.3 | | |
| Total | 847 | 100.0 | 2.54 | 1.15 |

Table 40. *There are valuable opportunities for me to engage in research activities with faculty members.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 173 | 20.4 | | |
| Agree | 330 | 39.0 | | |
| Neither agree nor disagree | 208 | 24.6 | | |
| Disagree | 87 | 10.3 | | |
| Strongly disagree | 49 | 5.8 | | |
| Total | 847 | 100.0 | 2.42 | 1.10 |

Table 41. *Faculty research benefits students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 252 | 30.1 | | |
| Agree | 343 | 41.0 | | |
| Neither agree nor disagree | 173 | 20.7 | | |
| Disagree | 40 | 4.8 | | |
| Strongly disagree | 28 | 3.3 | | |
| Total | 836 | 100.0 | 2.10 | 1.00 |

Table 42. *Conducting research with faculty members is an important aspect of academic and professional growth.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 354 | 42.3 | | |
| Agree | 333 | 39.8 | | |
| Neither agree nor disagree | 108 | 12.9 | | |
| Disagree | 28 | 3.3 | | |
| Strongly disagree | 13 | 1.6 | | |
| Total | 836 | 100.0 | 1.82 | 0.89 |

Table 43. *SIU places appropriate emphasis on becoming a competitive research institution.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 184 | 22.0 | | |
| Agree | 288 | 34.4 | | |
| Neither agree nor disagree | 187 | 22.4 | | |
| Disagree | 115 | 13.8 | | |
| Strongly disagree | 62 | 7.4 | | |
| Total | 836 | 100.0 | 2.50 | 1.19 |

Table 44. *SIU has a strong commitment to excellent teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 120 | 14.4 | | |
| Agree | 349 | 42.0 | | |
| Neither agree nor disagree | 167 | 20.1 | | |
| Disagree | 135 | 16.2 | | |
| Strongly disagree | 60 | 7.2 | | |
| Total | 831 | 100.0 | 2.60 | 1.14 |

Table 45. *Students are held to high standards of academic integrity.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 141 | 17.0 | | |
| Agree | 380 | 45.7 | | |
| Neither agree nor disagree | 155 | 18.7 | | |
| Disagree | 108 | 13.0 | | |
| Strongly disagree | 47 | 5.7 | | |
| Total | 831 | 100.0 | 2.45 | 1.09 |

Table 46. *I am not aware of any incident in which academic freedom was limited.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 160 | 19.3 | | |
| Agree | 351 | 42.3 | | |
| Neither agree nor disagree | 198 | 23.9 | | |
| Disagree | 72 | 8.7 | | |
| Strongly disagree | 49 | 5.9 | | |
| Total | 830 | 100.0 | 2.40 | 1.07 |

Table 47. *Diverse points of view are respected by fellow SIU students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 133 | 16.2 | | |
| Agree | 363 | 44.2 | | |
| Neither agree nor disagree | 156 | 19.0 | | |
| Disagree | 118 | 14.4 | | |
| Strongly disagree | 52 | 6.3 | | |
| Total | 822 | 100.0 | 2.50 | 1.11 |

Table 48. *Diverse points of view are respected by SIU faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 175 | 21.3 | | |
| Agree | 392 | 47.7 | | |
| Neither agree nor disagree | 137 | 16.7 | | |
| Disagree | 75 | 9.1 | | |
| Strongly disagree | 43 | 5.2 | | |
| Total | 822 | 100.0 | 2.29 | 1.06 |

Table 49. *SIU policies adequately protect freedom of inquiry in the classroom.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 157 | 19.1 | | |
| Agree | 404 | 49.1 | | |
| Neither agree nor disagree | 196 | 23.8 | | |
| Disagree | 50 | 6.1 | | |
| Strongly disagree | 15 | 1.8 | | |
| Total | 822 | 100.0 | 2.22 | 0.89 |

Table 50. *SIU attempts to continuously improve the quality of its academic endeavors.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 132 | 16.1 | | |
| Agree | 343 | 41.7 | | |
| Neither agree nor disagree | 196 | 23.8 | | |
| Disagree | 104 | 12.7 | | |
| Strongly disagree | 47 | 5.7 | | |
| Total | 822 | 100.0 | 2.50 | 1.08 |

Table 51. *SIU promotes excellence in its undergraduate programs.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 123 | 15.4 | | |
| Agree | 352 | 43.9 | | |
| Neither agree nor disagree | 217 | 27.1 | | |
| Disagree | 82 | 10.2 | | |
| Strongly disagree | 27 | 3.4 | | |
| Total | 801 | 100.0 | 2.42 | 0.98 |

Table 52. *Students' academic freedom is adequately protected.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 134 | 16.7 | | |
| Agree | 414 | 51.7 | | |
| Neither agree nor disagree | 191 | 23.8 | | |
| Disagree | 41 | 5.1 | | |
| Strongly disagree | 21 | 2.6 | | |
| Total | 801 | 100.0 | 2.25 | 0.89 |

Table 53. *Faculty at SIU treat all students equally.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 119 | 14.9 | | |
| Agree | 311 | 38.8 | | |
| Neither agree nor disagree | 154 | 19.2 | | |
| Disagree | 146 | 18.2 | | |
| Strongly disagree | 71 | 8.9 | | |
| Total | 801 | 100.0 | 2.67 | 1.19 |

Table 54. *Faculty at SIU care about students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 195 | 24.3 | | |
| Agree | 362 | 45.2 | | |
| Neither agree nor disagree | 161 | 20.1 | | |
| Disagree | 56 | 7.0 | | |
| Strongly disagree | 27 | 3.4 | | |
| Total | 801 | 100.0 | 2.20 | 1.00 |

Table 55. *Staff at SIU care about the students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 179 | 22.3 | | |
| Agree | 379 | 47.3 | | |
| Neither agree nor disagree | 174 | 21.7 | | |
| Disagree | 43 | 5.4 | | |
| Strongly disagree | 26 | 3.2 | | |
| Total | 801 | 100.0 | 2.20 | 0.95 |

Table 56. *Most classes are an appropriate size for effective learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 197 | 24.7 | | |
| Agree | 462 | 58.0 | | |
| Neither agree nor disagree | 77 | 9.7 | | |
| Disagree | 47 | 5.9 | | |
| Strongly disagree | 13 | 1.6 | | |
| Total | 796 | 100.0 | 2.02 | 0.85 |

Table 57. *Faculty at SIU are available outside of class.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 214 | 26.8 | | |
| Agree | 429 | 53.8 | | |
| Neither agree nor disagree | 96 | 12.0 | | |
| Disagree | 48 | 6.0 | | |
| Strongly disagree | 11 | 1.4 | | |
| Total | 798 | 100.0 | 2.01 | 0.87 |

Table 58. *Faculty at SIU provide adequate instruction.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 157 | 19.7 | | |
| Agree | 430 | 53.9 | | |
| Neither agree nor disagree | 130 | 16.3 | | |
| Disagree | 55 | 6.9 | | |
| Strongly disagree | 26 | 3.3 | | |
| Total | 798 | 100.0 | 2.20 | 0.94 |

Table 59. *SIU is dedicated to recruiting excellent faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 94 | 11.9 | | |
| Agree | 273 | 34.5 | | |
| Neither agree nor disagree | 233 | 29.5 | | |
| Disagree | 126 | 15.9 | | |
| Strongly disagree | 65 | 8.2 | | |
| Total | 791 | 100.0 | 2.74 | 1.12 |

Table 60. *SIU is dedicated to retaining excellent faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 98 | 12.4 | | |
| Agree | 253 | 32.0 | | |
| Neither agree nor disagree | 230 | 29.1 | | |
| Disagree | 125 | 15.8 | | |
| Strongly disagree | 85 | 10.7 | | |
| Total | 791 | 100.0 | 2.81 | 1.17 |

Table 61. *SIU celebrates excellent faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 105 | 13.3 | | |
| Agree | 273 | 34.5 | | |
| Neither agree nor disagree | 236 | 29.8 | | |
| Disagree | 123 | 15.5 | | |
| Strongly disagree | 54 | 6.8 | | |
| Total | 791 | 100.0 | 2.68 | 1.10 |

Table 62. *SIU supports teamwork among students, faculty, and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 120 | 15.2 | | |
| Agree | 373 | 47.1 | | |
| Neither agree nor disagree | 177 | 22.3 | | |
| Disagree | 92 | 11.6 | | |
| Strongly disagree | 30 | 3.8 | | |
| Total | 792 | 100.0 | 2.42 | 1.00 |

Table 63. *SIU offers effective academic advisement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 125 | 15.8 | | |
| Agree | 323 | 40.8 | | |
| Neither agree nor disagree | 141 | 17.8 | | |
| Disagree | 122 | 15.4 | | |
| Strongly disagree | 81 | 10.2 | | |
| Total | 792 | 100.0 | 2.64 | 1.21 |

Table 64. *My advisor is actively involved in guiding my academic path to completion.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 199 | 25.5 | | |
| Agree | 249 | 32.0 | | |
| Neither agree nor disagree | 141 | 18.1 | | |
| Disagree | 111 | 14.2 | | |
| Strongly disagree | 79 | 10.1 | | |
| Total | 779 | 100.0 | 2.51 | 1.29 |

Table 65. *Promoting the ability to write effectively is a very important goal for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 166 | 21.3 | | |
| Agree | 344 | 44.2 | | |
| Neither agree nor disagree | 153 | 19.7 | | |
| Disagree | 80 | 10.3 | | |
| Strongly disagree | 35 | 4.5 | | |
| Total | 778 | 100.0 | 2.32 | 1.06 |

Table 66. *The President of SIU is concerned about the welfare of the students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 74 | 9.5 | | |
| Agree | 194 | 24.9 | | |
| Neither agree nor disagree | 316 | 40.6 | | |
| Disagree | 96 | 12.3 | | |
| Strongly disagree | 98 | 12.6 | | |
| Total | 778 | 100.0 | 2.94 | 1.12 |

Table 67. *The Chancellor of SIU is concerned about the welfare of the students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 75 | 9.6 | | |
| Agree | 166 | 21.3 | | |
| Neither agree nor disagree | 255 | 32.7 | | |
| Disagree | 86 | 11.0 | | |
| Strongly disagree | 197 | 25.3 | | |
| Total | 779 | 100.0 | 3.21 | 1.30 |

Table 68. *I am effectively represented by student government bodies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 70 | 9.0 | | |
| Agree | 218 | 28.0 | | |
| Neither agree nor disagree | 323 | 41.5 | | |
| Disagree | 103 | 13.2 | | |
| Strongly disagree | 65 | 8.3 | | |
| Total | 779 | 100.0 | 2.84 | 1.04 |

Table 69. *SIU values service and attempts to provide outreach to the local community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 128 | 16.8 | | |
| Agree | 387 | 50.9 | | |
| Neither agree nor disagree | 162 | 21.3 | | |
| Disagree | 60 | 7.9 | | |
| Strongly disagree | 24 | 3.2 | | |
| Total | 761 | 100.0 | 2.30 | 0.95 |

Table 70. *SIU values service and attempts to provide outreach to the wider Southern Illinois region.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 106 | 13.9 | | |
| Agree | 332 | 43.7 | | |
| Neither agree nor disagree | 200 | 26.3 | | |
| Disagree | 94 | 12.4 | | |
| Strongly disagree | 28 | 3.7 | | |
| Total | 760 | 100.0 | 2.48 | 1.00 |

Table 71. *SIU provides adequate service learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 98 | 12.9 | | |
| Agree | 323 | 42.4 | | |
| Neither agree nor disagree | 234 | 30.7 | | |
| Disagree | 79 | 10.4 | | |
| Strongly disagree | 27 | 3.5 | | |
| Total | 761 | 100.0 | 2.49 | 0.96 |

Table 72. *SIU provides community service opportunities.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 162 | 21.3 | | |
| Agree | 401 | 52.8 | | |
| Neither agree nor disagree | 140 | 18.4 | | |
| Disagree | 39 | 5.1 | | |
| Strongly disagree | 18 | 2.4 | | |
| Total | 760 | 100.0 | 2.14 | 0.89 |

Table 73. *SIU is responsive to the needs of its students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 87 | 11.4 | | |
| Agree | 316 | 41.5 | | |
| Neither agree nor disagree | 174 | 22.9 | | |
| Disagree | 130 | 17.1 | | |
| Strongly disagree | 54 | 7.1 | | |
| Total | 761 | 100.0 | 2.67 | 1.10 |

Table 74. *Administration upholds the reputation of SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 83 | 11.0 | | |
| Agree | 271 | 35.9 | | |
| Neither agree nor disagree | 201 | 26.7 | | |
| Disagree | 123 | 16.3 | | |
| Strongly disagree | 76 | 10.1 | | |
| Total | 754 | 100.0 | 2.79 | 1.15 |

Table 75. *SIU has a strong reputation for academics.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 85 | 11.3 | | |
| Agree | 243 | 32.2 | | |
| Neither agree nor disagree | 173 | 22.9 | | |
| Disagree | 178 | 23.6 | | |
| Strongly disagree | 75 | 9.9 | | |
| Total | 754 | 100.0 | 2.89 | 1.18 |

Table 76. *I would recommend SIU to other people.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 181 | 24.0 | | |
| Agree | 257 | 34.1 | | |
| Neither agree nor disagree | 146 | 19.4 | | |
| Disagree | 94 | 12.5 | | |
| Strongly disagree | 76 | 10.1 | | |
| Total | 754 | 100.0 | 2.51 | 1.26 |

Table 77. *SIU is a good university to attend.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 171 | 22.7 | | |
| Agree | 306 | 40.6 | | |
| Neither agree nor disagree | 156 | 20.7 | | |
| Disagree | 78 | 10.3 | | |
| Strongly disagree | 43 | 5.7 | | |
| Total | 754 | 100.0 | 2.36 | 1.11 |

Table 78. *I have an opportunity to provide feedback on the courses I take at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 234 | 31.0 | | |
| Agree | 393 | 52.1 | | |
| Neither agree nor disagree | 65 | 8.6 | | |
| Disagree | 42 | 5.6 | | |
| Strongly disagree | 20 | 2.7 | | |
| Total | 754 | 100.0 | 1.97 | 0.93 |

Table 79. *Faculty connect course assignments to learning outcomes for my program.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 139 | 18.5 | | |
| Agree | 404 | 53.8 | | |
| Neither agree nor disagree | 138 | 18.4 | | |
| Disagree | 54 | 7.2 | | |
| Strongly disagree | 16 | 2.1 | | |
| Total | 751 | 100.0 | 2.21 | 0.90 |

Table 80. *My SIU education is supporting my career goals.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 217 | 28.9 | | |
| Agree | 380 | 50.6 | | |
| Neither agree nor disagree | 96 | 12.8 | | |
| Disagree | 37 | 4.9 | | |
| Strongly disagree | 21 | 2.8 | | |
| Total | 751 | 100.0 | 2.02 | 0.93 |

Table 81. *Were the standards for transferring course credit clearly defined?*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------|-----------|---------------|----------|-----------|
| Yes | 313 | 41.7 | | |
| No | 148 | 19.7 | | |
| Does not apply | 290 | 38.6 | | |
| Total | 751 | 100.0 | 1.97 | 0.90 |

Table 82. *I had to retake coursework I had already taken at another institution.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------|-----------|---------------|----------|-----------|
| Yes | 165 | 22.0 | | |
| No | 286 | 38.1 | | |
| Does not apply | 299 | 39.9 | | |
| Total | 750 | 100.0 | 2.18 | 0.77 |

Table 83. *Overall, my instructors are invested in my academic success.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 215 | 28.7 | | |
| Agree | 374 | 49.9 | | |
| Neither agree nor disagree | 100 | 13.3 | | |
| Disagree | 38 | 5.1 | | |
| Strongly disagree | 23 | 3.1 | | |
| Total | 750 | 100.0 | 2.04 | 0.95 |

Table 84. *Faculty/Graduate Students make me feel comfortable coming to them when I'm struggling with coursework.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 212 | 28.3 | | |
| Agree | 363 | 48.4 | | |
| Neither agree nor disagree | 106 | 14.1 | | |
| Disagree | 45 | 6.0 | | |
| Strongly disagree | 24 | 3.2 | | |
| Total | 750 | 100.0 | 2.07 | 0.97 |

Table 85. *I am aware of additional academic services, such as tutoring.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 271 | 36.1 | | |
| Agree | 363 | 48.4 | | |
| Neither agree nor disagree | 65 | 8.7 | | |
| Disagree | 40 | 5.3 | | |
| Strongly disagree | 11 | 1.5 | | |
| Total | 750 | 100.0 | 1.88 | 0.88 |

Table 86. *Research is an integral part of SIU's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 225 | 30.3 | | |
| Agree | 343 | 46.2 | | |
| Neither agree nor disagree | 102 | 13.7 | | |
| Disagree | 48 | 6.5 | | |
| Strongly disagree | 24 | 3.2 | | |
| Total | 742 | 100.0 | 2.06 | 0.99 |

Table 87. *The actions of the administration effectively implement the mission statement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 102 | 13.7 | | |
| Agree | 282 | 38.0 | | |
| Neither agree nor disagree | 180 | 24.3 | | |
| Disagree | 103 | 13.9 | | |
| Strongly disagree | 75 | 10.1 | | |
| Total | 742 | 100.0 | 2.69 | 1.17 |

Table 88. *The mission statement of SIU adequately reflects what the university should be doing.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 186 | 25.1 | | |
| Agree | 373 | 50.3 | | |
| Neither agree nor disagree | 121 | 16.3 | | |
| Disagree | 48 | 6.5 | | |
| Strongly disagree | 14 | 1.9 | | |
| Total | 742 | 100.0 | 2.10 | 0.91 |

Faculty Survey

Tables 89-178 provide detailed frequencies and valid percentages for faculty responses to each item. The Faculty Survey contained 90 questions. With the exception of one question (see Table 96.) faculty respondents were asked to rate the degree to which they agreed or disagreed with statements related to the campus climate on a 5-point Likert scale, with higher scores indicating higher levels of agreement (*1 = strongly disagree, 5 = strongly agree*).

Table 89. *SIU supports the professional development of Faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 22 | 7.6 | | |
| Agree | 114 | 39.3 | | |
| Neither agree nor disagree | 57 | 19.7 | | |
| Disagree | 63 | 21.7 | | |
| Strongly disagree | 34 | 11.7 | | |
| Total | 290 | 100.0 | 2.91 | 1.17 |

Table 90. *I spend personal funds attending professional meetings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 145 | 50.0 | | |
| Agree | 78 | 26.9 | | |
| Neither agree nor disagree | 36 | 12.4 | | |
| Disagree | 22 | 7.6 | | |
| Strongly disagree | 9 | 3.1 | | |
| Total | 290 | 100.0 | 1.87 | 1.09 |

Table 91. *I regularly participate in professional development activities in which I am interested.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 79 | 27.2 | | |
| Agree | 115 | 39.7 | | |
| Neither agree nor disagree | 44 | 15.2 | | |
| Disagree | 40 | 13.8 | | |
| Strongly disagree | 12 | 4.1 | | |
| Total | 290 | 100.0 | 2.28 | 1.13 |

Table 92. *I have a clear understanding of SIU's policies and procedures relevant to me as a Faculty member.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 51 | 17.6 | | |
| Agree | 163 | 56.4 | | |
| Neither agree nor disagree | 29 | 10.0 | | |
| Disagree | 32 | 11.1 | | |
| Strongly disagree | 14 | 4.8 | | |
| Total | 289 | 100.0 | 2.29 | 1.04 |

Table 93. *SIU is committed to building a diverse educational community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 59 | 20.4 | | |
| Agree | 115 | 39.8 | | |
| Neither agree nor disagree | 70 | 24.2 | | |
| Disagree | 22 | 7.6 | | |
| Strongly disagree | 23 | 8.0 | | |
| Total | 289 | 100.0 | 2.43 | 1.14 |

Table 94. *It is appropriate for SIU to serve an economically diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 172 | 59.5 | | |
| Agree | 86 | 29.8 | | |
| Neither agree nor disagree | 24 | 8.3 | | |
| Disagree | 5 | 1.7 | | |
| Strongly disagree | 2 | .7 | | |
| Total | 289 | 100.0 | 1.54 | 0.78 |

Table 95. *It is appropriate for SIU to serve a socially diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 174 | 60.2 | | |
| Agree | 95 | 32.9 | | |
| Neither agree nor disagree | 16 | 5.5 | | |
| Disagree | 3 | 1.0 | | |
| Strongly disagree | 1 | .3 | | |
| Total | 289 | 100.0 | 1.48 | 0.68 |

Table 96. *I have been sexually harassed at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------|-----------|---------------|----------|-----------|
| Yes, I have | 19 | 6.6 | | |
| No, I have not | 253 | 87.5 | | |
| Prefer not to answer | 10 | 3.5 | | |
| Unsure | 7 | 2.4 | | |
| Total | 289 | 100.0 | 2.02 | 0.45 |

Table 97. *SIU is committed to Affirmative Action.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 68 | 23.5 | | |
| Agree | 116 | 40.1 | | |
| Neither agree nor disagree | 68 | 23.5 | | |
| Disagree | 22 | 7.6 | | |
| Strongly disagree | 15 | 5.2 | | |
| Total | 289 | 100.0 | 2.31 | 1.07 |

Table 98. *SIU is committed to Equal Opportunity Employment.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 77 | 26.6 | | |
| Agree | 119 | 41.2 | | |
| Neither agree nor disagree | 55 | 19.0 | | |
| Disagree | 23 | 8.0 | | |
| Strongly disagree | 15 | 5.2 | | |
| Total | 289 | 100.0 | 2.24 | 1.09 |

Table 99. *SIU is accessible to a wide variety of students with various needs and talents.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 82 | 28.4 | | |
| Agree | 141 | 48.8 | | |
| Neither agree nor disagree | 38 | 13.1 | | |
| Disagree | 20 | 6.9 | | |
| Strongly disagree | 8 | 2.8 | | |
| Total | 289 | 100.0 | 2.07 | 0.97 |

Table 100. *Academic freedom is adequately protected at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 54 | 18.7 | | |
| Agree | 147 | 50.9 | | |
| Neither agree nor disagree | 58 | 20.1 | | |
| Disagree | 17 | 5.9 | | |
| Strongly disagree | 13 | 4.5 | | |
| Total | 289 | 100.0 | 2.27 | 0.98 |

Table 101. *I am aware of few, if any, instances at SIU where academic freedom was restricted.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 60 | 20.8 | | |
| Agree | 101 | 34.9 | | |
| Neither agree nor disagree | 79 | 27.3 | | |
| Disagree | 35 | 12.1 | | |
| Strongly disagree | 14 | 4.8 | | |
| Total | 289 | 100.0 | 2.45 | 1.10 |

Table 102. *On-campus living-learning communities adequately facilitate student engagement in academic life.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 29 | 10.0 | | |
| Agree | 87 | 30.1 | | |
| Neither agree nor disagree | 145 | 50.2 | | |
| Disagree | 23 | 8.0 | | |
| Strongly disagree | 5 | 1.7 | | |
| Total | 289 | 100.0 | 2.61 | 0.84 |

Table 103. *SIU has a commitment to excellent teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 42 | 14.5 | | |
| Agree | 126 | 43.6 | | |
| Neither agree nor disagree | 62 | 21.5 | | |
| Disagree | 44 | 15.2 | | |
| Strongly disagree | 15 | 5.2 | | |
| Total | 289 | 100.0 | 2.53 | 1.08 |

Table 104. *SIU supports the improvement of academic endeavors.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 31 | 10.7 | | |
| Agree | 111 | 38.4 | | |
| Neither agree nor disagree | 76 | 26.3 | | |
| Disagree | 48 | 16.6 | | |
| Strongly disagree | 23 | 8.0 | | |
| Total | 289 | 100.0 | 2.73 | 1.11 |

Table 105. *SIU places appropriate emphasis on research.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 29 | 10.0 | | |
| Agree | 129 | 44.6 | | |
| Neither agree nor disagree | 49 | 17.0 | | |
| Disagree | 60 | 20.8 | | |
| Strongly disagree | 22 | 7.6 | | |
| Total | 289 | 100.0 | 2.71 | 1.13 |

Table 106. *SIU supports intellectual exploration in all its undertakings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 28 | 9.7 | | |
| Agree | 101 | 34.9 | | |
| Neither agree nor disagree | 91 | 31.5 | | |
| Disagree | 49 | 17.0 | | |
| Strongly disagree | 20 | 6.9 | | |
| Total | 289 | 100.0 | 2.76 | 1.06 |

Table 107. *Pursuing extramural funding is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 61 | 21.1 | | |
| Agree | 103 | 35.6 | | |
| Neither agree nor disagree | 89 | 30.8 | | |
| Disagree | 29 | 10.0 | | |
| Strongly disagree | 7 | 2.4 | | |
| Total | 289 | 100.0 | 2.37 | 1.00 |

Table 108. *SIU has a collegial atmosphere for students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 43 | 15.0 | | |
| Agree | 151 | 52.6 | | |
| Neither agree nor disagree | 56 | 19.5 | | |
| Disagree | 29 | 10.1 | | |
| Strongly disagree | 8 | 2.8 | | |
| Total | 287 | 100.0 | 2.33 | 0.95 |

Table 109. *There is a collegial atmosphere where I work.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 66 | 22.9 | | |
| Agree | 114 | 39.6 | | |
| Neither agree nor disagree | 46 | 16.0 | | |
| Disagree | 36 | 12.5 | | |
| Strongly disagree | 26 | 9.0 | | |
| Total | 288 | 100.0 | 2.45 | 1.23 |

Table 110. *I am satisfied working at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 51 | 17.7 | | |
| Agree | 110 | 38.2 | | |
| Neither agree nor disagree | 53 | 18.4 | | |
| Disagree | 47 | 16.3 | | |
| Strongly disagree | 27 | 9.4 | | |
| Total | 288 | 100.0 | 2.61 | 1.22 |

Table 111. *The faculty are typically in conflict with campus administration.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 62 | 21.5 | | |
| Agree | 100 | 34.7 | | |
| Neither agree nor disagree | 77 | 26.7 | | |
| Disagree | 42 | 14.6 | | |
| Strongly disagree | 7 | 2.4 | | |
| Total | 288 | 100.0 | 2.42 | 1.06 |

Table 112. *SIU is a place where students, faculty, and staff work together to increase student learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 38 | 13.2 | | |
| Agree | 145 | 50.3 | | |
| Neither agree nor disagree | 58 | 20.1 | | |
| Disagree | 31 | 10.8 | | |
| Strongly disagree | 16 | 5.6 | | |
| Total | 288 | 100.0 | 2.45 | 1.03 |

Table 113. *I frequently mentor students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 182 | 63.2 | | |
| Agree | 77 | 26.7 | | |
| Neither agree nor disagree | 16 | 5.6 | | |
| Disagree | 12 | 4.2 | | |
| Strongly disagree | 1 | .3 | | |
| Total | 288 | 100.0 | 1.52 | 0.81 |

Table 114. *Students make a significant contribution to SIU's workforce.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 135 | 46.9 | | |
| Agree | 112 | 38.9 | | |
| Neither agree nor disagree | 34 | 11.8 | | |
| Disagree | 5 | 1.7 | | |
| Strongly disagree | 2 | .7 | | |
| Total | 288 | 100.0 | 1.70 | 0.80 |

Table 115. *Faculty are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 86 | 29.9 | | |
| Agree | 126 | 43.8 | | |
| Neither agree nor disagree | 47 | 16.3 | | |
| Disagree | 17 | 5.9 | | |
| Strongly disagree | 12 | 4.2 | | |
| Total | 288 | 100.0 | 2.11 | 1.03 |

Table 116. *Students are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 54 | 18.8 | | |
| Agree | 147 | 51.0 | | |
| Neither agree nor disagree | 45 | 15.6 | | |
| Disagree | 29 | 10.1 | | |
| Strongly disagree | 13 | 4.5 | | |
| Total | 288 | 100.0 | 2.31 | 1.03 |

Table 117. *Most students are strongly committed to a community of service.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 6.9 | | |
| Agree | 91 | 31.6 | | |
| Neither agree nor disagree | 124 | 43.1 | | |
| Disagree | 47 | 16.3 | | |
| Strongly disagree | 6 | 2.1 | | |
| Total | 288 | 100.0 | 2.75 | 0.88 |

Table 118. *SIU is responsive to the needs of the community and its constituencies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 24 | 8.3 | | |
| Agree | 115 | 39.9 | | |
| Neither agree nor disagree | 90 | 31.3 | | |
| Disagree | 42 | 14.6 | | |
| Strongly disagree | 17 | 5.9 | | |
| Total | 288 | 100.0 | 2.70 | 1.01 |

Table 119. *SIU values outreach to the community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 37 | 12.8 | | |
| Agree | 128 | 44.4 | | |
| Neither agree nor disagree | 78 | 27.1 | | |
| Disagree | 33 | 11.5 | | |
| Strongly disagree | 12 | 4.2 | | |
| Total | 288 | 100.0 | 2.50 | 1.00 |

Table 120. *SIU is fair in its admission policies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 47 | 16.3 | | |
| Agree | 120 | 41.7 | | |
| Neither agree nor disagree | 109 | 37.8 | | |
| Disagree | 10 | 3.5 | | |
| Strongly disagree | 2 | .7 | | |
| Total | 288 | 100.0 | 2.31 | 0.81 |

Table 121. *SIU is fair in the way it uses scholarships to recruit students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 30 | 10.4 | | |
| Agree | 98 | 34.0 | | |
| Neither agree nor disagree | 134 | 46.5 | | |
| Disagree | 19 | 6.6 | | |
| Strongly disagree | 7 | 2.4 | | |
| Total | 288 | 100.0 | 2.57 | 0.86 |

Table 122. *SIU has effective policies for promoting faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 18 | 6.3 | | |
| Agree | 87 | 30.2 | | |
| Neither agree nor disagree | 86 | 29.9 | | |
| Disagree | 65 | 22.6 | | |
| Strongly disagree | 32 | 11.1 | | |
| Total | 288 | 100.0 | 3.02 | 1.11 |

Table 123. *The grievance procedures at SIU work well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 11 | 3.8 | | |
| Agree | 61 | 21.3 | | |
| Neither agree nor disagree | 154 | 53.8 | | |
| Disagree | 44 | 15.4 | | |
| Strongly disagree | 16 | 5.6 | | |
| Total | 286 | 100.0 | 2.98 | 0.86 |

Table 124. *SIU has effective policies for resolving disputes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 14 | 4.9 | | |
| Agree | 66 | 23.1 | | |
| Neither agree nor disagree | 136 | 47.6 | | |
| Disagree | 47 | 16.4 | | |
| Strongly disagree | 23 | 8.0 | | |
| Total | 286 | 100.0 | 3.00 | 0.96 |

Table 125. *SIU has a strong reputation for academics.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 27 | 9.4 | | |
| Agree | 104 | 36.4 | | |
| Neither agree nor disagree | 76 | 26.6 | | |
| Disagree | 53 | 18.5 | | |
| Strongly disagree | 26 | 9.1 | | |
| Total | 286 | 100.0 | 2.81 | 1.12 |

Table 126. *SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 24 | 8.4 | | |
| Agree | 111 | 38.8 | | |
| Neither agree nor disagree | 83 | 29.0 | | |
| Disagree | 48 | 16.8 | | |
| Strongly disagree | 20 | 7.0 | | |
| Total | 286 | 100.0 | 2.75 | 1.06 |

Table 127. *SIU is committed to establishing an environment conducive to academic achievement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 29 | 10.1 | | |
| Agree | 137 | 47.9 | | |
| Neither agree nor disagree | 76 | 26.6 | | |
| Disagree | 31 | 10.8 | | |
| Strongly disagree | 13 | 4.5 | | |
| Total | 286 | 100.0 | 2.52 | 0.97 |

Table 128. *SIU rewards excellent faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 2.5 | | |
| Agree | 58 | 20.4 | | |
| Neither agree nor disagree | 74 | 26.0 | | |
| Disagree | 90 | 31.6 | | |
| Strongly disagree | 56 | 19.6 | | |
| Total | 285 | 100.0 | 3.46 | 1.10 |

Table 129. *SIU attracts qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 14 | 4.9 | | |
| Agree | 101 | 35.4 | | |
| Neither agree nor disagree | 74 | 26.0 | | |
| Disagree | 71 | 24.9 | | |
| Strongly disagree | 25 | 8.8 | | |
| Total | 285 | 100.0 | 2.97 | 1.07 |

Table 130. *SIU retains qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 9 | 3.2 | | |
| Agree | 40 | 14.0 | | |
| Neither agree nor disagree | 64 | 22.5 | | |
| Disagree | 111 | 38.9 | | |
| Strongly disagree | 61 | 21.4 | | |
| Total | 285 | 100.0 | 3.61 | 1.07 |

Table 131. *SIU rewards excellent administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 24 | 8.5 | | |
| Agree | 63 | 22.2 | | |
| Neither agree nor disagree | 134 | 47.2 | | |
| Disagree | 36 | 12.7 | | |
| Strongly disagree | 27 | 9.5 | | |
| Total | 284 | 100.0 | 2.93 | 1.03 |

Table 132. *SIU attracts qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 2.1 | | |
| Agree | 45 | 15.8 | | |
| Neither agree nor disagree | 96 | 33.7 | | |
| Disagree | 84 | 29.5 | | |
| Strongly disagree | 54 | 18.9 | | |
| Total | 285 | 100.0 | 3.47 | 1.04 |

Table 133. *SIU retains qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 2.1 | | |
| Agree | 27 | 9.5 | | |
| Neither agree nor disagree | 112 | 39.3 | | |
| Disagree | 94 | 33.0 | | |
| Strongly disagree | 46 | 16.1 | | |
| Total | 285 | 100.0 | 3.52 | 0.94 |

Table 134. *SIU offers graduate programs that attract diverse students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 51 | 17.9 | | |
| Agree | 153 | 53.7 | | |
| Neither agree nor disagree | 58 | 20.4 | | |
| Disagree | 20 | 7.0 | | |
| Strongly disagree | 3 | 1.1 | | |
| Total | 285 | 100.0 | 2.20 | 0.85 |

Table 135. *SIU offers graduate programs that attract talented students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 39 | 13.7 | | |
| Agree | 127 | 44.6 | | |
| Neither agree nor disagree | 75 | 26.3 | | |
| Disagree | 35 | 12.3 | | |
| Strongly disagree | 9 | 3.2 | | |
| Total | 285 | 100.0 | 2.47 | 0.98 |

Table 136. *SIU commits adequate financial resources to carry out its commitment to effective teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 8 | 2.8 | | |
| Agree | 50 | 17.5 | | |
| Neither agree nor disagree | 63 | 22.1 | | |
| Disagree | 113 | 39.6 | | |
| Strongly disagree | 51 | 17.9 | | |
| Total | 285 | 100.0 | 3.52 | 1.06 |

Table 137. *The leaders of SIU uphold the reputation of the university.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 23 | 8.1 | | |
| Agree | 59 | 20.7 | | |
| Neither agree nor disagree | 76 | 26.7 | | |
| Disagree | 75 | 26.3 | | |
| Strongly disagree | 52 | 18.2 | | |
| Total | 285 | 100.0 | 3.26 | 1.21 |

Table 138. *SIU takes responsibility for educating underprepared students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 26 | 9.1 | | |
| Agree | 120 | 42.1 | | |
| Neither agree nor disagree | 75 | 26.3 | | |
| Disagree | 43 | 15.1 | | |
| Strongly disagree | 21 | 7.4 | | |
| Total | 285 | 100.0 | 2.69 | 1.07 |

Table 139. *Promoting leadership ability among students is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 22 | 7.7 | | |
| Agree | 85 | 29.8 | | |
| Neither agree nor disagree | 137 | 48.1 | | |
| Disagree | 35 | 12.3 | | |
| Strongly disagree | 6 | 2.1 | | |
| Total | 285 | 100.0 | 2.71 | 0.86 |

Table 140. *Resources for professional development are equitably distributed among departments in my college.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 11 | 3.9 | | |
| Agree | 50 | 17.5 | | |
| Neither agree nor disagree | 116 | 40.7 | | |
| Disagree | 58 | 20.4 | | |
| Strongly disagree | 50 | 17.5 | | |
| Total | 285 | 100.0 | 3.30 | 1.07 |

Table 141. *Resources for professional development are equitably administered among faculty in my department.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 11.2 | | |
| Agree | 96 | 33.7 | | |
| Neither agree nor disagree | 74 | 26.0 | | |
| Disagree | 46 | 16.1 | | |
| Strongly disagree | 37 | 13.0 | | |
| Total | 285 | 100.0 | 2.86 | 1.21 |

Table 142. *I know where to go at SIU to get assistance in developing grant proposals.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 42 | 14.7 | | |
| Agree | 127 | 44.6 | | |
| Neither agree nor disagree | 55 | 19.3 | | |
| Disagree | 45 | 15.8 | | |
| Strongly disagree | 16 | 5.6 | | |
| Total | 285 | 100.0 | 2.53 | 1.10 |

Table 143. *I feel that SIU values my contributions as a faculty member in the area of teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 11.2 | | |
| Agree | 116 | 40.7 | | |
| Neither agree nor disagree | 47 | 16.5 | | |
| Disagree | 66 | 23.2 | | |
| Strongly disagree | 24 | 8.4 | | |
| Total | 285 | 100.0 | 2.77 | 1.17 |

Table 144. *I feel that SIU values my contributions as a faculty member in the area of service.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 24 | 8.4 | | |
| Agree | 99 | 34.7 | | |
| Neither agree nor disagree | 71 | 24.9 | | |
| Disagree | 54 | 18.9 | | |
| Strongly disagree | 37 | 13.0 | | |
| Total | 285 | 100.0 | 2.93 | 1.18 |

Table 145. *SIU avoids discriminating against individuals based on their veteran status.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 80 | 28.1 | | |
| Agree | 130 | 45.6 | | |
| Neither agree nor disagree | 71 | 24.9 | | |
| Disagree | 1 | .4 | | |
| Strongly disagree | 3 | 1.1 | | |
| Total | 285 | 100.0 | 2.01 | 0.80 |

Table 146. *The graduate program in my department is adequately supported independently of the undergraduate program.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 25 | 8.9 | | |
| Agree | 65 | 23.0 | | |
| Neither agree nor disagree | 58 | 20.6 | | |
| Disagree | 50 | 17.7 | | |
| Strongly disagree | 49 | 17.4 | | |
| Does not apply | 35 | 12.4 | | |
| Total | 282 | 100.0 | 3.49 | 1.53 |

Table 147. *The graduate program in my department is excellent at developing a diverse graduate student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 47 | 16.6 | | |
| Agree | 102 | 36.0 | | |
| Neither agree nor disagree | 62 | 21.9 | | |
| Disagree | 29 | 10.2 | | |
| Strongly disagree | 13 | 4.6 | | |
| Does not apply | 30 | 10.6 | | |
| Total | 283 | 100.0 | 2.82 | 1.50 |

Table 148. *The graduate program in my department is excellent at developing a talented graduate student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 51 | 18.0 | | |
| Agree | 97 | 34.3 | | |
| Neither agree nor disagree | 64 | 22.6 | | |
| Disagree | 30 | 10.6 | | |
| Strongly disagree | 11 | 3.9 | | |
| Total | 30 | 10.6 | 2.80 | 1.50 |

Table 149. *The research my colleagues do benefits students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 66 | 23.4 | | |
| Agree | 120 | 42.6 | | |
| Neither agree nor disagree | 67 | 23.8 | | |
| Disagree | 20 | 7.1 | | |
| Strongly disagree | 9 | 3.2 | | |
| Total | 282 | 100.0 | 2.24 | 0.99 |

Table 150. *The research I do benefits students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 95 | 33.8 | | |
| Agree | 112 | 39.9 | | |
| Neither agree nor disagree | 65 | 23.1 | | |
| Disagree | 6 | 2.1 | | |
| Strongly disagree | 3 | 1.1 | | |
| Total | 281 | 100.0 | 1.97 | 0.87 |

Table 151. *I frequently mentor faculty members who are junior to me.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 54 | 19.3 | | |
| Agree | 92 | 32.9 | | |
| Neither agree nor disagree | 107 | 38.2 | | |
| Disagree | 20 | 7.1 | | |
| Strongly disagree | 7 | 2.5 | | |
| Total | 280 | 100.0 | 2.41 | 0.96 |

Table 152. *I have been adequately mentored by other faculty.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 46 | 16.4 | | |
| Agree | 90 | 32.0 | | |
| Neither agree nor disagree | 63 | 22.4 | | |
| Disagree | 53 | 18.9 | | |
| Strongly disagree | 29 | 10.3 | | |
| Total | 281 | 100.0 | 2.75 | 1.23 |

Table 153. *Academic assessment at SIU is effectively used to improve students' learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 5.3 | | |
| Agree | 82 | 29.2 | | |
| Neither agree nor disagree | 86 | 30.6 | | |
| Disagree | 72 | 25.6 | | |
| Strongly disagree | 26 | 9.3 | | |
| Total | 281 | 100.0 | 3.04 | 1.07 |

Table 154. *Most classes I teach are an appropriate size for effective teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 67 | 23.8 | | |
| Agree | 152 | 54.1 | | |
| Neither agree nor disagree | 26 | 9.3 | | |
| Disagree | 23 | 8.2 | | |
| Strongly disagree | 13 | 4.6 | | |
| Total | 281 | 100.0 | 2.16 | 1.03 |

Table 155. *I am effectively represented by the elected constituency bodies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 14 | 5.0 | | |
| Agree | 102 | 36.6 | | |
| Neither agree nor disagree | 109 | 39.1 | | |
| Disagree | 34 | 12.2 | | |
| Strongly disagree | 20 | 7.2 | | |
| Total | 279 | 100.0 | 2.80 | 0.97 |

Table 156. *SIU actively tries to enhance its national image.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 21 | 7.5 | | |
| Agree | 87 | 31.2 | | |
| Neither agree nor disagree | 76 | 27.2 | | |
| Disagree | 64 | 22.9 | | |
| Strongly disagree | 31 | 11.1 | | |
| Total | 279 | 100.0 | 2.99 | 1.14 |

Table 157. *Goals for the learning outcomes of my students are clearly defined for my course(s) and my program.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 114 | 40.9 | | |
| Agree | 135 | 48.4 | | |
| Neither agree nor disagree | 21 | 7.5 | | |
| Disagree | 8 | 2.9 | | |
| Strongly disagree | 1 | .4 | | |
| Total | 279 | 100.0 | 1.73 | 0.75 |

Table 158. *I collect student-performance data that I or my program uses to assess learning outcomes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 114 | 40.9 | | |
| Agree | 129 | 46.2 | | |
| Neither agree nor disagree | 27 | 9.7 | | |
| Disagree | 9 | 3.2 | | |
| Strongly disagree | 279 | 100.0 | | |
| Total | 114 | 40.9 | 1.75 | 0.76 |

Table 159. *I collect student-performance data that I or my program uses as feedback to improve course or curriculum design, with an eye towards improving learning outcomes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 107 | 38.5 | | |
| Agree | 120 | 43.2 | | |
| Neither agree nor disagree | 34 | 12.2 | | |
| Disagree | 15 | 5.4 | | |
| Strongly disagree | 2 | .7 | | |
| Total | 278 | 100.0 | 1.87 | 0.88 |

Table 160. *I collect student-performance data that contributes to university-wide assessment of learning outcomes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 58 | 20.9 | | |
| Agree | 83 | 29.9 | | |
| Neither agree nor disagree | 89 | 32.0 | | |
| Disagree | 37 | 13.3 | | |
| Strongly disagree | 11 | 4.0 | | |
| Total | 278 | 100.0 | 2.50 | 1.08 |

Table 161. *The student-performance data that I have collected in the past has been used to improve curriculum design in my program.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 76 | 27.4 | | |
| Agree | 112 | 40.4 | | |
| Neither agree nor disagree | 58 | 20.9 | | |
| Disagree | 24 | 8.7 | | |
| Strongly disagree | 7 | 2.5 | | |
| Total | 277 | 100.0 | 2.18 | 1.01 |

Table 162. *SIU has a formal process for articulating transfer courses.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 47 | 17.0 | | |
| Agree | 102 | 36.8 | | |
| Neither agree nor disagree | 115 | 41.5 | | |
| Disagree | 11 | 4.0 | | |
| Strongly disagree | 2 | .7 | | |
| Total | 277 | 100.0 | 2.35 | 0.83 |

Table 163. *SIU has a formal process for reviewing and evaluating prior learning and experiential learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 16 | 5.8 | | |
| Agree | 74 | 26.7 | | |
| Neither agree nor disagree | 150 | 54.2 | | |
| Disagree | 32 | 11.6 | | |
| Strongly disagree | 5 | 1.8 | | |
| Total | 277 | 100.0 | 2.77 | 0.80 |

Table 164. *SIU participates in the Illinois Articulation Initiative (IAI).*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 41 | 15.1 | | |
| Agree | 50 | 18.4 | | |
| Neither agree nor disagree | 177 | 65.1 | | |
| Disagree | 3 | 1.1 | | |
| Strongly disagree | 1 | .4 | | |
| Total | 272 | 100.0 | 2.53 | 0.77 |

Table 165. *I openly encourage students to seek aid from me.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 168 | 60.6 | | |
| Agree | 94 | 33.9 | | |
| Neither agree nor disagree | 15 | 5.4 | | |
| Disagree | 0 | 0.0 | | |
| Strongly disagree | 0 | 0.0 | | |
| Total | 290 | 100.0 | 1.45 | 0.60 |

Table 166. *I make additional academic services known to my students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 116 | 41.7 | | |
| Agree | 129 | 46.4 | | |
| Neither agree nor disagree | 29 | 10.4 | | |
| Disagree | 4 | 1.4 | | |
| Strongly disagree | 0 | 0.0 | | |
| Total | 278 | 100.0 | 1.72 | 0.71 |

Table 167. *I have procedures in place to identify struggling students and provide timely interventions.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 88 | 31.8 | | |
| Agree | 133 | 48.0 | | |
| Neither agree nor disagree | 44 | 15.9 | | |
| Disagree | 12 | 4.3 | | |
| Strongly disagree | 0 | 0.0 | | |
| Total | 277 | 100.0 | 1.93 | 0.80 |

Table 168. *Our student body meets SIU's standards for fulfilling the university's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 41 | 15.0 | | |
| Agree | 128 | 46.7 | | |
| Neither agree nor disagree | 69 | 25.2 | | |
| Disagree | 30 | 10.9 | | |
| Strongly disagree | 6 | 2.2 | | |
| Total | 274 | 100.0 | 2.39 | 0.94 |

Table 169. *SIU attempts to improve the daily lives of people through its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 47 | 17.2 | | |
| Agree | 128 | 46.7 | | |
| Neither agree nor disagree | 69 | 25.2 | | |
| Disagree | 23 | 8.4 | | |
| Strongly disagree | 7 | 2.6 | | |
| Total | 274 | 100.0 | 2.32 | 0.94 |

Table 170. *SIU effectively markets a message that is consistent with its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 7.3 | | |
| Agree | 72 | 26.2 | | |
| Neither agree nor disagree | 75 | 27.3 | | |
| Disagree | 69 | 25.1 | | |
| Strongly disagree | 39 | 14.2 | | |
| Total | 275 | 100.0 | 3.13 | 1.17 |

Table 171. *SIU effectively markets a message that is consistent with its intended student population.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 21 | 7.6 | | |
| Agree | 79 | 28.6 | | |
| Neither agree nor disagree | 75 | 27.2 | | |
| Disagree | 68 | 24.6 | | |
| Strongly disagree | 33 | 12.0 | | |
| Total | 276 | 100.0 | 3.05 | 1.15 |

Table 172. *The mission statement of SIU adequately reflects what the university should be doing.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 81 | 29.5 | | |
| Agree | 125 | 45.5 | | |
| Neither agree nor disagree | 41 | 14.9 | | |
| Disagree | 19 | 6.9 | | |
| Strongly disagree | 9 | 3.3 | | |
| Total | 275 | 100.0 | 2.09 | 1.01 |

Table 173. *My department has sufficient funds to carry out its basic teaching mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 4.3 | | |
| Agree | 54 | 19.5 | | |
| Neither agree nor disagree | 35 | 12.6 | | |
| Disagree | 91 | 32.9 | | |
| Strongly disagree | 85 | 30.7 | | |
| Total | 277 | 100.0 | 3.66 | 1.22 |

Table 174. *My department has sufficient resources, other than faculty, to carry out its teaching mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 13 | 4.7 | | |
| Agree | 57 | 20.6 | | |
| Neither agree nor disagree | 43 | 15.5 | | |
| Disagree | 84 | 30.3 | | |
| Strongly disagree | 80 | 28.9 | | |
| Total | 277 | 100.0 | 3.58 | 1.23 |

Table 175. *The actions of the administration effectively implement the mission statement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 16 | 5.8 | | |
| Agree | 52 | 18.9 | | |
| Neither agree nor disagree | 85 | 30.9 | | |
| Disagree | 65 | 23.6 | | |
| Strongly disagree | 57 | 20.7 | | |
| Total | 275 | 100.0 | 3.35 | 1.17 |

Table 176. *The support budget in my department is adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 5 | 1.8 | | |
| Agree | 31 | 11.2 | | |
| Neither agree nor disagree | 46 | 16.5 | | |
| Disagree | 105 | 37.8 | | |
| Strongly disagree | 91 | 32.7 | | |
| Total | 278 | 100.0 | 3.88 | 1.05 |

Table 177. *My department's computer and network services are adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 22 | 7.9 | | |
| Agree | 88 | 31.7 | | |
| Neither agree nor disagree | 46 | 16.5 | | |
| Disagree | 70 | 25.2 | | |
| Strongly disagree | 52 | 18.7 | | |
| Total | 278 | 100.0 | 3.15 | 1.27 |

Table 178. *The faculty and staff in my department are qualified to contribute to the department's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 115 | 41.4 | | |
| Agree | 118 | 42.4 | | |
| Neither agree nor disagree | 17 | 6.1 | | |
| Disagree | 20 | 7.2 | | |
| Strongly disagree | 8 | 2.9 | | |
| Total | 278 | 100.0 | 1.88 | 1.01 |

Civil Staff Survey

Tables 179-241 provide detailed frequencies and valid percentages for civil staff responses to each item. The Civil Staff Survey contained 63 questions. With the exception of one question (see Table 186), civil staff respondents were asked to rate the degree to which they agreed or disagreed with statements related to the campus climate on a 5-point Likert scale, with higher scores indicating higher levels of agreement (*1 = strongly disagree, 5 = strongly agree*).

Table 179. *SIU supports the professional development of Civil Staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 17 | 5.0 | | |
| Agree | 96 | 28.3 | | |
| Neither agree nor disagree | 77 | 22.7 | | |
| Disagree | 107 | 31.6 | | |
| Strongly disagree | 42 | 12.4 | | |
| Total | 339 | 100.0 | 3.18 | 1.13 |

Table 180. *I spend personal funds attending professional meetings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 18 | 5.3 | | |
| Agree | 42 | 12.4 | | |
| Neither agree nor disagree | 122 | 36.0 | | |
| Disagree | 120 | 35.4 | | |
| Strongly disagree | 37 | 10.9 | | |
| Total | 339 | 100.0 | 3.34 | 1.01 |

Table 181. *I regularly participate in professional development activities in which I am interested.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 4.4 | | |
| Agree | 76 | 22.4 | | |
| Neither agree nor disagree | 94 | 27.7 | | |
| Disagree | 122 | 36.0 | | |
| Strongly disagree | 32 | 9.4 | | |
| Total | 339 | 100.0 | 3.24 | 1.04 |

Table 182. *I have a clear understanding of SIU's policies and procedures relevant to me as a Civil Staff member.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 58 | 17.3 | | |
| Agree | 167 | 49.7 | | |
| Neither agree nor disagree | 50 | 14.9 | | |
| Disagree | 53 | 15.8 | | |
| Strongly disagree | 8 | 2.4 | | |
| Total | 336 | 100.0 | 2.36 | 1.02 |

Table 183. *SIU is committed to building a diverse educational community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 65 | 19.3 | | |
| Agree | 171 | 50.9 | | |
| Neither agree nor disagree | 60 | 17.9 | | |
| Disagree | 31 | 9.2 | | |
| Strongly disagree | 9 | 2.7 | | |
| Total | 336 | 100.0 | 2.25 | 0.96 |

Table 184. *It is appropriate for SIU to serve an economically diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 114 | 33.9 | | |
| Agree | 167 | 49.7 | | |
| Neither agree nor disagree | 42 | 12.5 | | |
| Disagree | 9 | 2.7 | | |
| Strongly disagree | 4 | 1.2 | | |
| Total | 336 | 100.0 | 1.88 | 0.82 |

Table 185. *It is appropriate for SIU to serve a socially diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 114 | 33.9 | | |
| Agree | 170 | 50.6 | | |
| Neither agree nor disagree | 41 | 12.2 | | |
| Disagree | 8 | 2.4 | | |
| Strongly disagree | 3 | .9 | | |
| Total | 336 | 100.0 | 1.86 | 0.79 |

Table 186. *I have been sexually harassed at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------|-----------|---------------|----------|-----------|
| Yes, I have | 19 | 5.7 | | |
| No, I have not | 293 | 87.2 | | |
| Prefer not to answer | 19 | 5.7 | | |
| Unsure | 5 | 1.5 | | |
| Total | 336 | 100.0 | 2.03 | 0.42 |

Table 187. *SIU is committed to Affirmative Action.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 69 | 20.5 | | |
| Agree | 160 | 47.6 | | |
| Neither agree nor disagree | 70 | 20.8 | | |
| Disagree | 28 | 8.3 | | |
| Strongly disagree | 9 | 2.7 | | |
| Total | 336 | 100.0 | 2.25 | 0.96 |

Table 188. *SIU is committed to Equal Opportunity Employment.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 48 | 14.3 | | |
| Agree | 148 | 44.0 | | |
| Neither agree nor disagree | 75 | 22.3 | | |
| Disagree | 50 | 14.9 | | |
| Strongly disagree | 15 | 4.5 | | |
| Total | 336 | 100.0 | 2.51 | 1.05 |

Table 189. *SIU is accessible to a wide variety of students with various needs and talents.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 78 | 23.4 | | |
| Agree | 207 | 62.0 | | |
| Neither agree nor disagree | 26 | 7.8 | | |
| Disagree | 20 | 6.0 | | |
| Strongly disagree | 3 | .9 | | |
| Total | 334 | 100.0 | 1.99 | 0.80 |

Table 190. *Academic freedom is adequately protected at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 44 | 13.2 | | |
| Agree | 149 | 44.6 | | |
| Neither agree nor disagree | 117 | 35.0 | | |
| Disagree | 19 | 5.7 | | |
| Strongly disagree | 5 | 1.5 | | |
| Total | 334 | 100.0 | 2.38 | 0.84 |

Table 191. *I am aware of few, if any, instances at SIU where academic freedom was restricted.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 9.6 | | |
| Agree | 116 | 34.7 | | |
| Neither agree nor disagree | 141 | 42.2 | | |
| Disagree | 38 | 11.4 | | |
| Strongly disagree | 7 | 2.1 | | |
| Total | 334 | 100.0 | 2.62 | 0.89 |

Table 192. *On-campus living-learning communities adequately facilitate student engagement in academic life.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 27 | 8.2 | | |
| Agree | 117 | 35.6 | | |
| Neither agree nor disagree | 166 | 50.5 | | |
| Disagree | 19 | 5.8 | | |
| Strongly disagree | 0 | 0.0 | | |
| Total | 329 | 100.0 | 2.54 | 0.73 |

Table 193. *SIU has a commitment to excellent teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 37 | 11.2 | | |
| Agree | 153 | 46.4 | | |
| Neither agree nor disagree | 67 | 20.3 | | |
| Disagree | 56 | 17.0 | | |
| Strongly disagree | 17 | 5.2 | | |
| Total | 330 | 100.0 | 2.58 | 1.06 |

Table 194. *SIU supports the improvement of academic endeavors.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 35 | 10.6 | | |
| Agree | 152 | 46.1 | | |
| Neither agree nor disagree | 99 | 30.0 | | |
| Disagree | 32 | 9.7 | | |
| Strongly disagree | 12 | 3.6 | | |
| Total | 330 | 100.0 | 2.50 | 0.94 |

Table 195. *SIU places appropriate emphasis on research.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 44 | 13.6 | | |
| Agree | 149 | 46.0 | | |
| Neither agree nor disagree | 87 | 26.9 | | |
| Disagree | 37 | 11.4 | | |
| Strongly disagree | 7 | 2.2 | | |
| Total | 324 | 100.0 | 2.43 | 0.94 |

Table 196. *SIU supports intellectual exploration in all its undertakings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 6.2 | | |
| Agree | 127 | 39.2 | | |
| Neither agree nor disagree | 135 | 41.7 | | |
| Disagree | 33 | 10.2 | | |
| Strongly disagree | 9 | 2.8 | | |
| Total | 324 | 100.0 | 2.64 | 0.86 |

Table 197. *Pursuing extramural funding is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 42 | 13.0 | | |
| Agree | 131 | 40.4 | | |
| Neither agree nor disagree | 129 | 39.8 | | |
| Disagree | 18 | 5.6 | | |
| Strongly disagree | 4 | 1.2 | | |
| Total | 324 | 100.0 | 2.42 | 0.83 |

Table 198. *SIU has a collegial atmosphere for students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 41 | 12.7 | | |
| Agree | 185 | 57.3 | | |
| Neither agree nor disagree | 68 | 21.1 | | |
| Disagree | 27 | 8.4 | | |
| Strongly disagree | 2 | .6 | | |
| Total | 323 | 100.0 | 2.27 | 0.81 |

Table 199. *There is a collegial atmosphere where I work.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 55 | 17.0 | | |
| Agree | 151 | 46.7 | | |
| Neither agree nor disagree | 62 | 19.2 | | |
| Disagree | 43 | 13.3 | | |
| Strongly disagree | 12 | 3.7 | | |
| Total | 323 | 100.0 | 2.40 | 1.04 |

Table 200. *I am satisfied working at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 52 | 16.1 | | |
| Agree | 140 | 43.3 | | |
| Neither agree nor disagree | 58 | 18.0 | | |
| Disagree | 54 | 16.7 | | |
| Strongly disagree | 19 | 5.9 | | |
| Total | 323 | 100.0 | 2.53 | 1.12 |

Table 201. *The faculty are typically at odds with campus administration.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 59 | 18.4 | | |
| Agree | 130 | 40.5 | | |
| Neither agree nor disagree | 109 | 34.0 | | |
| Disagree | 20 | 6.2 | | |
| Strongly disagree | 3 | 0.9 | | |
| Total | 321 | 100.0 | 2.31 | 0.87 |

Table 202. *SIU is a place where students, faculty, and staff work together to increase student learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 25 | 7.8 | | |
| Agree | 156 | 48.6 | | |
| Neither agree nor disagree | 73 | 22.7 | | |
| Disagree | 52 | 16.2 | | |
| Strongly disagree | 15 | 4.7 | | |
| Total | 321 | 100.0 | 2.61 | 1.00 |

Table 203. *I frequently mentor students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 29 | 9.0 | | |
| Agree | 98 | 30.5 | | |
| Neither agree nor disagree | 108 | 33.6 | | |
| Disagree | 70 | 21.8 | | |
| Strongly disagree | 16 | 5.0 | | |
| Total | 321 | 100.0 | 2.83 | 1.03 |

Table 204. *Students make a significant contribution to SIU's workforce.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 107 | 33.3 | | |
| Agree | 172 | 53.6 | | |
| Neither agree nor disagree | 26 | 8.1 | | |
| Disagree | 14 | 4.4 | | |
| Strongly disagree | 2 | 0.6 | | |
| Total | 321 | 100.0 | 1.85 | 0.79 |

Table 205. *Faculty are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 30 | 9.3 | | |
| Agree | 135 | 42.1 | | |
| Neither agree nor disagree | 115 | 35.8 | | |
| Disagree | 32 | 10.0 | | |
| Strongly disagree | 9 | 2.8 | | |
| Total | 321 | 100.0 | 2.55 | 0.90 |

Table 206. *Students are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 39 | 12.1 | | |
| Agree | 167 | 52.0 | | |
| Neither agree nor disagree | 90 | 28.0 | | |
| Disagree | 20 | 6.2 | | |
| Strongly disagree | 5 | 1.6 | | |
| Total | 321 | 100.0 | 2.33 | 0.83 |

Table 207. *Most students are strongly committed to a community of service.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 3.8 | | |
| Agree | 80 | 25.1 | | |
| Neither agree nor disagree | 151 | 47.3 | | |
| Disagree | 67 | 21.0 | | |
| Strongly disagree | 9 | 2.8 | | |
| Total | 319 | 100.0 | 2.94 | 0.85 |

Table 208. *SIU is responsive to the needs of the community and its constituencies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 4.7 | | |
| Agree | 138 | 43.3 | | |
| Neither agree nor disagree | 103 | 32.3 | | |
| Disagree | 49 | 15.4 | | |
| Strongly disagree | 14 | 4.4 | | |
| Total | 319 | 100.0 | 2.71 | 0.93 |

Table 209. *SIU values outreach to the community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 33 | 10.3 | | |
| Agree | 161 | 50.5 | | |
| Neither agree nor disagree | 76 | 23.8 | | |
| Disagree | 38 | 11.9 | | |
| Strongly disagree | 11 | 3.4 | | |
| Total | 319 | 100.0 | 2.48 | 0.95 |

Table 210. *SIU is fair in its admission policies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 24 | 7.5 | | |
| Agree | 162 | 50.6 | | |
| Neither agree nor disagree | 104 | 32.5 | | |
| Disagree | 25 | 7.8 | | |
| Strongly disagree | 5 | 1.6 | | |
| Total | 320 | 100.0 | 2.45 | 0.81 |

Table 211. *SIU is fair in the way it uses scholarships to recruit students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 21 | 6.6 | | |
| Agree | 102 | 31.9 | | |
| Neither agree nor disagree | 149 | 46.6 | | |
| Disagree | 36 | 11.3 | | |
| Strongly disagree | 12 | 3.8 | | |
| Total | 320 | 100.0 | 2.74 | 0.88 |

Table 212. *SIU has effective policies for promoting faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 8 | 2.5 | | |
| Agree | 37 | 11.6 | | |
| Neither agree nor disagree | 69 | 21.6 | | |
| Disagree | 126 | 39.4 | | |
| Strongly disagree | 80 | 25.0 | | |
| Total | 320 | 100.0 | 3.73 | 1.04 |

Table 213. *The grievance procedures at SIU work well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 1.9 | | |
| Agree | 38 | 11.9 | | |
| Neither agree nor disagree | 197 | 61.8 | | |
| Disagree | 54 | 16.9 | | |
| Strongly disagree | 24 | 7.5 | | |
| Total | 319 | 100.0 | 3.16 | 0.80 |

Table 214. *SIU has effective policies for resolving disputes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 4 | 1.3 | | |
| Agree | 68 | 21.3 | | |
| Neither agree nor disagree | 168 | 52.7 | | |
| Disagree | 55 | 17.2 | | |
| Strongly disagree | 24 | 7.5 | | |
| Total | 319 | 100.0 | 3.08 | 0.86 |

Table 215. *SIU has a strong reputation for academics.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 21 | 6.6 | | |
| Agree | 140 | 44.0 | | |
| Neither agree nor disagree | 88 | 27.7 | | |
| Disagree | 58 | 18.2 | | |
| Strongly disagree | 11 | 3.5 | | |
| Total | 318 | 100.0 | 2.68 | 0.96 |

Table 216. *SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 26 | 8.2 | | |
| Agree | 128 | 40.5 | | |
| Neither agree nor disagree | 112 | 35.4 | | |
| Disagree | 40 | 12.7 | | |
| Strongly disagree | 10 | 3.2 | | |
| Total | 316 | 100.0 | 2.62 | 0.92 |

Table 217. *SIU is committed to establishing an environment conducive to academic achievement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 30 | 9.5 | | |
| Agree | 182 | 57.6 | | |
| Neither agree nor disagree | 70 | 22.2 | | |
| Disagree | 28 | 8.9 | | |
| Strongly disagree | 6 | 1.9 | | |
| Total | 316 | 100.0 | 2.36 | 0.85 |

Table 218. *Resources for professional development are equitably distributed.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 2.2 | | |
| Agree | 51 | 16.1 | | |
| Neither agree nor disagree | 115 | 36.4 | | |
| Disagree | 102 | 32.3 | | |
| Strongly disagree | 41 | 13.0 | | |
| Total | 316 | 100.0 | 3.38 | 0.98 |

Table 219. *I have been adequately mentored in the position I hold.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 37 | 11.7 | | |
| Agree | 105 | 33.3 | | |
| Neither agree nor disagree | 68 | 21.6 | | |
| Disagree | 62 | 19.7 | | |
| Strongly disagree | 43 | 13.7 | | |
| Total | 315 | 100.0 | 2.90 | 1.24 |

Table 220. *There are adequate institutional rewards for doing my job well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 9 | 2.9 | | |
| Agree | 25 | 7.9 | | |
| Neither agree nor disagree | 41 | 13.0 | | |
| Disagree | 118 | 37.5 | | |
| Strongly disagree | 122 | 38.7 | | |
| Total | 315 | 100.0 | 4.01 | 1.05 |

Table 221. *SIU rewards excellent faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 2.2 | | |
| Agree | 32 | 10.2 | | |
| Neither agree nor disagree | 66 | 21.0 | | |
| Disagree | 123 | 39.0 | | |
| Strongly disagree | 87 | 27.6 | | |
| Total | 315 | 100.0 | 3.80 | 1.03 |

Table 222. *SIU attracts qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 3.8 | | |
| Agree | 95 | 30.3 | | |
| Neither agree nor disagree | 112 | 35.7 | | |
| Disagree | 66 | 21.0 | | |
| Strongly disagree | 29 | 9.2 | | |
| Total | 314 | 100.0 | 3.02 | 1.02 |

Table 223. *SIU retains qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 2.2 | | |
| Agree | 51 | 16.2 | | |
| Neither agree nor disagree | 84 | 26.7 | | |
| Disagree | 126 | 40.0 | | |
| Strongly disagree | 47 | 14.9 | | |
| Total | 315 | 100.0 | 3.49 | 1.00 |

Table 224. *SIU rewards excellent administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 43 | 13.7 | | |
| Agree | 86 | 27.3 | | |
| Neither agree nor disagree | 132 | 41.9 | | |
| Disagree | 35 | 11.1 | | |
| Strongly disagree | 19 | 6.0 | | |
| Total | 315 | 100.0 | 2.69 | 1.04 |

Table 225. *SIU attracts qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 10 | 3.2 | | |
| Agree | 55 | 17.5 | | |
| Neither agree nor disagree | 140 | 44.4 | | |
| Disagree | 70 | 22.2 | | |
| Strongly disagree | 40 | 12.7 | | |
| Total | 315 | 100.0 | 3.24 | 0.99 |

Table 226. *SIU retains qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 1.9 | | |
| Agree | 40 | 12.7 | | |
| Neither agree nor disagree | 134 | 42.5 | | |
| Disagree | 92 | 29.2 | | |
| Strongly disagree | 43 | 13.7 | | |
| Total | 315 | 100.0 | 3.40 | 0.94 |

Table 227. *SIU offers graduate programs that attract diverse students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 34 | 10.9 | | |
| Agree | 191 | 61.0 | | |
| Neither agree nor disagree | 80 | 25.6 | | |
| Disagree | 6 | 1.9 | | |
| Strongly disagree | 2 | 0.6 | | |
| Total | 313 | 100.0 | 2.20 | 0.68 |

Table 228. *SIU offers graduate programs that attract talented students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 29 | 9.3 | | |
| Agree | 175 | 55.9 | | |
| Neither agree nor disagree | 96 | 30.7 | | |
| Disagree | 11 | 3.5 | | |
| Strongly disagree | 2 | 0.6 | | |
| Total | 313 | 100.0 | 2.30 | 0.71 |

Table 229. *SIU commits adequate financial resources to carry out its commitment to effective teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 11 | 3.5 | | |
| Agree | 72 | 23.0 | | |
| Neither agree nor disagree | 132 | 42.2 | | |
| Disagree | 82 | 26.2 | | |
| Strongly disagree | 16 | 5.1 | | |
| Total | 313 | 100.0 | 3.06 | 0.91 |

Table 230. *The leaders of SIU uphold the reputation of the university.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 17 | 5.4 | | |
| Agree | 87 | 27.9 | | |
| Neither agree nor disagree | 104 | 33.3 | | |
| Disagree | 67 | 21.5 | | |
| Strongly disagree | 37 | 11.9 | | |
| Total | 312 | 100.0 | 3.06 | 1.09 |

Table 231. *SIU takes responsibility for educating underprepared students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 13 | 4.2 | | |
| Agree | 107 | 34.4 | | |
| Neither agree nor disagree | 129 | 41.5 | | |
| Disagree | 44 | 14.1 | | |
| Strongly disagree | 18 | 5.8 | | |
| Total | 311 | 100.0 | 2.83 | 0.93 |

Table 232. *Promoting leadership ability among students is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 18 | 5.8 | | |
| Agree | 106 | 34.1 | | |
| Neither agree nor disagree | 149 | 47.9 | | |
| Disagree | 29 | 9.3 | | |
| Strongly disagree | 9 | 2.9 | | |
| Total | 311 | 100.0 | 2.69 | 0.83 |

Table 233. *Most students are treated like "numbers in a book" at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 4.8 | | |
| Agree | 70 | 22.5 | | |
| Neither agree nor disagree | 110 | 35.4 | | |
| Disagree | 105 | 33.8 | | |
| Strongly disagree | 11 | 3.5 | | |
| Total | 311 | 100.0 | 3.09 | 0.95 |

Table 234. *SIU attempts to improve the daily lives of people through its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 6.5 | | |
| Agree | 155 | 50.2 | | |
| Neither agree nor disagree | 92 | 29.8 | | |
| Disagree | 37 | 12.0 | | |
| Strongly disagree | 5 | 1.6 | | |
| Total | 309 | 100.0 | 2.52 | 0.85 |

Table 235. *SIU effectively markets a message that is consistent with its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 13 | 4.2 | | |
| Agree | 112 | 36.2 | | |
| Neither agree nor disagree | 100 | 32.4 | | |
| Disagree | 71 | 23.0 | | |
| Strongly disagree | 13 | 4.2 | | |
| Total | 309 | 100.0 | 2.87 | 0.96 |

Table 236. *SIU effectively markets a message that is consistent with its intended student population.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 10 | 3.2 | | |
| Agree | 109 | 35.3 | | |
| Neither agree nor disagree | 116 | 37.5 | | |
| Disagree | 64 | 20.7 | | |
| Strongly disagree | 10 | 3.2 | | |
| Total | 309 | 100.0 | 2.85 | 0.90 |

Table 237. *The mission statement of SIU adequately reflects what the university should be doing.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 48 | 15.5 | | |
| Agree | 179 | 57.9 | | |
| Neither agree nor disagree | 60 | 19.4 | | |
| Disagree | 20 | 6.5 | | |
| Strongly disagree | 2 | .6 | | |
| Total | 309 | 100.0 | 2.19 | 0.80 |

Table 238. *Our student body meets SIU's standards for fulfilling SIU's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 3.9 | | |
| Agree | 108 | 35.0 | | |
| Neither agree nor disagree | 137 | 44.3 | | |
| Disagree | 46 | 14.9 | | |
| Strongly disagree | 6 | 1.9 | | |
| Total | 309 | 100.0 | 2.76 | 0.82 |

Table 239. *The support budget in my department is adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 1.9 | | |
| Agree | 50 | 16.2 | | |
| Neither agree nor disagree | 72 | 23.4 | | |
| Disagree | 111 | 36.0 | | |
| Strongly disagree | 69 | 22.4 | | |
| Total | 308 | 100.0 | 3.61 | 1.06 |

Table 240. *My department's computer and network services are adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 16 | 5.2 | | |
| Agree | 165 | 53.4 | | |
| Neither agree nor disagree | 46 | 14.9 | | |
| Disagree | 56 | 18.1 | | |
| Strongly disagree | 26 | 8.4 | | |
| Total | 309 | 100.0 | 2.71 | 1.09 |

Table 241. *The faculty and staff in my department are qualified to contribute to the department's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 82 | 26.5 | | |
| Agree | 171 | 55.3 | | |
| Neither agree nor disagree | 31 | 10.0 | | |
| Disagree | 21 | 6.8 | | |
| Strongly disagree | 4 | 1.3 | | |
| Total | 309 | 100.0 | 2.01 | 0.87 |

AP Staff Survey

Tables 242-304 provide detailed frequencies and valid percentages for AP staff responses to each item. The AP Staff Survey contained 63 questions. With the exception of one question (see Table 249.) AP staff respondents were asked to rate the degree to which they agreed or disagreed with statements related to the campus climate on a 5-point Likert scale, with higher scores indicating higher levels of agreement (*1 = strongly disagree, 5 = strongly agree*).

Table 242. *SIU supports the professional development of AP Staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 19 | 9.5 | | |
| Agree | 62 | 31.0 | | |
| Neither agree nor disagree | 44 | 11.0 | | |
| Disagree | 60 | 30.0 | | |
| Strongly disagree | 15 | 7.5 | | |
| Total | 200 | 100.0 | 2.95 | 1.14 |

Table 243. *I spend personal funds attending professional meetings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 47 | 23.5 | | |
| Agree | 71 | 35.5 | | |
| Neither agree nor disagree | 29 | 14.5 | | |
| Disagree | 42 | 21.0 | | |
| Strongly disagree | 11 | 5.5 | | |
| Total | 200 | 100.0 | 2.50 | 1.21 |

Table 244. *I regularly participate in professional development activities in which I am interested.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 36 | 18.0 | | |
| Agree | 76 | 38.0 | | |
| Neither agree nor disagree | 36 | 18.0 | | |
| Disagree | 41 | 20.5 | | |
| Strongly disagree | 11 | 5.5 | | |
| Total | 200 | 100.0 | 2.58 | 1.16 |

Table 245. *I have a clear understanding of SIU's policies and procedures relevant to me as an AP Staff member.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 16.2 | | |
| Agree | 102 | 51.8 | | |
| Neither agree nor disagree | 32 | 16.2 | | |
| Disagree | 28 | 14.2 | | |
| Strongly disagree | 3 | 1.5 | | |
| Total | 197 | 100.0 | 2.34 | 0.97 |

Table 246. *SIU is committed to building a diverse educational community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 43 | 21.8 | | |
| Agree | 86 | 43.7 | | |
| Neither agree nor disagree | 35 | 17.8 | | |
| Disagree | 26 | 13.2 | | |
| Strongly disagree | 7 | 3.6 | | |
| Total | 197 | 100.0 | 2.33 | 1.07 |

Table 247. *It is appropriate for SIU to serve an economically diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 113 | 57.4 | | |
| Agree | 69 | 35.0 | | |
| Neither agree nor disagree | 13 | 6.6 | | |
| Disagree | 1 | 0.5 | | |
| Strongly disagree | 1 | 0.5 | | |
| Total | 197 | 100.0 | 1.52 | 0.69 |

Table 248. *It is appropriate for SIU to serve a socially diverse student body.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 119 | 60.4 | | |
| Agree | 63 | 32.0 | | |
| Neither agree nor disagree | 12 | 6.1 | | |
| Disagree | 2 | 1.0 | | |
| Strongly disagree | 1 | 0.5 | | |
| Total | 197 | 100.0 | 1.49 | 0.70 |

Table 249. *I have been sexually harassed at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------|-----------|---------------|----------|-----------|
| Yes, I have | 15 | 7.6 | | |
| No, I have not | 174 | 88.3 | | |
| Prefer not to answer | 6 | 3.0 | | |
| Unsure | 2 | 1.0 | | |
| Total | 197 | 100.0 | 1.97 | 0.38 |

Table 250. *SIU is committed to Affirmative Action.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 37 | 18.8 | | |
| Agree | 97 | 49.2 | | |
| Neither agree nor disagree | 50 | 25.4 | | |
| Disagree | 7 | 3.6 | | |
| Strongly disagree | 6 | 3.0 | | |
| Total | 19 | 100.0 | 2.23 | 0.90 |

Table 251. *SIU is committed to Equal Opportunity Employment.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 39 | 19.8 | | |
| Agree | 96 | 48.7 | | |
| Neither agree nor disagree | 42 | 21.3 | | |
| Disagree | 14 | 7.1 | | |
| Strongly disagree | 6 | 3.0 | | |
| Total | 197 | 100.0 | 2.25 | 0.95 |

Table 252. *SIU is accessible to a wide variety of students with various needs and talents.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 53 | 26.9 | | |
| Agree | 116 | 58.9 | | |
| Neither agree nor disagree | 16 | 8.1 | | |
| Disagree | 7 | 3.6 | | |
| Strongly disagree | 5 | 2.5 | | |
| Total | 197 | 100.0 | 1.95 | 0.85 |

Table 253. *Academic freedom is adequately protected at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 43 | 21.8 | | |
| Agree | 89 | 45.2 | | |
| Neither agree nor disagree | 54 | 27.4 | | |
| Disagree | 8 | 4.0 | | |
| Strongly disagree | 3 | 1.5 | | |
| Total | 197 | 100.0 | 2.18 | 0.88 |

Table 254. *I am aware of few, if any, instances at SIU where academic freedom was restricted.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 35 | 17.8 | | |
| Agree | 73 | 37.1 | | |
| Neither agree nor disagree | 60 | 30.5 | | |
| Disagree | 22 | 11.1 | | |
| Strongly disagree | 8 | 4.1 | | |
| Total | 197 | 100.0 | 2.47 | 1.04 |

Table 255. *On-campus living-learning communities adequately facilitate student engagement in academic life.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 17 | 8.7 | | |
| Agree | 63 | 32.1 | | |
| Neither agree nor disagree | 92 | 46.9 | | |
| Disagree | 20 | 10.2 | | |
| Strongly disagree | 4 | 2.0 | | |
| Total | 196 | 100.0 | 2.65 | 0.86 |

Table 256. *SIU has a commitment to excellent teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 10.2 | | |
| Agree | 93 | 47.2 | | |
| Neither agree nor disagree | 48 | 24.4 | | |
| Disagree | 31 | 15.7 | | |
| Strongly disagree | 5 | 2.5 | | |
| Total | 197 | 100.0 | 2.53 | 0.96 |

Table 257. *SIU supports the improvement of academic endeavors.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 21 | 10.7 | | |
| Agree | 97 | 49.2 | | |
| Neither agree nor disagree | 52 | 26.4 | | |
| Disagree | 25 | 12.7 | | |
| Strongly disagree | 2 | 1.0 | | |
| Total | 197 | 100.0 | 2.44 | 0.88 |

Table 258. *SIU places appropriate emphasis on research.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 23 | 11.7 | | |
| Agree | 100 | 50.8 | | |
| Neither agree nor disagree | 43 | 21.8 | | |
| Disagree | 29 | 14.7 | | |
| Strongly disagree | 2 | 1.0 | | |
| Total | 197 | 100.0 | 2.43 | 0.92 |

Table 259. *SIU supports intellectual exploration in all its undertakings.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 13 | 6.6 | | |
| Agree | 86 | 43.7 | | |
| Neither agree nor disagree | 67 | 34.0 | | |
| Disagree | 27 | 13.7 | | |
| Strongly disagree | 4 | 2.0 | | |
| Total | 197 | 100.0 | 2.61 | 0.96 |

Table 260. *Pursuing extramural funding is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 16.2 | | |
| Agree | 78 | 39.6 | | |
| Neither agree nor disagree | 61 | 31.0 | | |
| Disagree | 22 | 11.2 | | |
| Strongly disagree | 4 | 2.0 | | |
| Total | 197 | 100.0 | 2.43 | 0.96 |

Table 261. *SIU has a collegial atmosphere for students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 22 | 11.3 | | |
| Agree | 105 | 53.8 | | |
| Neither agree nor disagree | 51 | 26.2 | | |
| Disagree | 13 | 6.7 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 195 | 100.0 | 2.34 | 0.84 |

Table 262. *There is a collegial atmosphere where I work.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 48 | 24.6 | | |
| Agree | 91 | 46.7 | | |
| Neither agree nor disagree | 25 | 12.8 | | |
| Disagree | 19 | 9.7 | | |
| Strongly disagree | 12 | 6.2 | | |
| Total | 195 | 100.0 | 2.26 | 1.12 |

Table 263. *I am satisfied working at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 42 | 21.5 | | |
| Agree | 82 | 42.1 | | |
| Neither agree nor disagree | 28 | 14.4 | | |
| Disagree | 31 | 15.9 | | |
| Strongly disagree | 12 | 6.2 | | |
| Total | 195 | 100.0 | 2.43 | 1.17 |

Table 264. *The faculty are typically at odds with campus administration.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 49 | 25.3 | | |
| Agree | 70 | 36.1 | | |
| Neither agree nor disagree | 60 | 30.9 | | |
| Disagree | 12 | 6.2 | | |
| Strongly disagree | 3 | 1.5 | | |
| Total | 194 | 100.0 | 2.23 | 0.95 |

Table 265. *SIU is a place where students, faculty, and staff work together to increase student learning.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 19 | 8.8 | | |
| Agree | 97 | 44.7 | | |
| Neither agree nor disagree | 40 | 18.4 | | |
| Disagree | 29 | 13.4 | | |
| Strongly disagree | 10 | 4.6 | | |
| Total | 217 | 100.0 | 2.56 | 1.03 |

Table 266. *I frequently mentor students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 63 | 32.3 | | |
| Agree | 75 | 38.5 | | |
| Neither agree nor disagree | 28 | 14.4 | | |
| Disagree | 26 | 13.3 | | |
| Strongly disagree | 2 | 1.0 | | |
| Total | 195 | 100.0 | 2.11 | 1.04 |

Table 267. *Students make a significant contribution to SIU's workforce.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 70 | 35.9 | | |
| Agree | 107 | 54.9 | | |
| Neither agree nor disagree | 17 | 8.7 | | |
| Disagree | 1 | 0.5 | | |
| Strongly disagree | 0 | 0.0 | | |
| Total | 195 | 100.0 | 1.74 | 0.63 |

Table 268. *Faculty are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 28 | 14.4 | | |
| Agree | 80 | 41.0 | | |
| Neither agree nor disagree | 61 | 31.3 | | |
| Disagree | 22 | 11.3 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 195 | 100.0 | 2.46 | 0.94 |

Table 269. *Students are held to adequate standards of academic honesty at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 27 | 13.9 | | |
| Agree | 108 | 55.7 | | |
| Neither agree nor disagree | 49 | 25.3 | | |
| Disagree | 8 | 4.1 | | |
| Strongly disagree | 2 | 1.0 | | |
| Total | 194 | 100.0 | 2.23 | 0.78 |

Table 270. *Most students are strongly committed to a community of service.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 6.2 | | |
| Agree | 47 | 24.2 | | |
| Neither agree nor disagree | 95 | 49.0 | | |
| Disagree | 38 | 19.6 | | |
| Strongly disagree | 2 | 1.0 | | |
| Total | 194 | 100.0 | 2.85 | 0.84 |

Table 271. *SIU is responsive to the needs of the community and its constituencies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 12 | 6.2 | | |
| Agree | 94 | 48.5 | | |
| Neither agree nor disagree | 57 | 29.4 | | |
| Disagree | 26 | 13.4 | | |
| Strongly disagree | 5 | 2.6 | | |
| Total | 194 | 100.0 | 2.58 | 0.89 |

Table 272. *SIU values outreach to the community.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 30 | 15.5 | | |
| Agree | 95 | 49.0 | | |
| Neither agree nor disagree | 41 | 21.1 | | |
| Disagree | 24 | 12.4 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 194 | 100.0 | 2.37 | 0.96 |

Table 273. *SIU is fair in its admission policies.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 34 | 17.6 | | |
| Agree | 84 | 43.5 | | |
| Neither agree nor disagree | 63 | 32.6 | | |
| Disagree | 8 | 4.1 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 193 | 100.0 | 2.30 | 0.88 |

Table 274. *SIU is fair in the way it uses scholarships to recruit students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 16 | 8.3 | | |
| Agree | 65 | 33.7 | | |
| Neither agree nor disagree | 90 | 46.6 | | |
| Disagree | 18 | 9.3 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 193 | 100.0 | 2.63 | 0.84 |

Table 275. *SIU has effective policies for promoting faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 3.1 | | |
| Agree | 39 | 20.1 | | |
| Neither agree nor disagree | 58 | 29.9 | | |
| Disagree | 68 | 35.1 | | |
| Strongly disagree | 23 | 11.9 | | |
| Total | 194 | 100.0 | 3.32 | 1.02 |

Table 276. *The grievance procedures at SIU work well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 3.7 | | |
| Agree | 29 | 15.2 | | |
| Neither agree nor disagree | 122 | 63.9 | | |
| Disagree | 24 | 12.6 | | |
| Strongly disagree | 9 | 4.7 | | |
| Total | 191 | 100.0 | 2.99 | 0.79 |

Table 277. *SIU has effective policies for resolving disputes.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 7 | 3.7 | | |
| Agree | 50 | 26.2 | | |
| Neither agree nor disagree | 100 | 52.4 | | |
| Disagree | 24 | 12.6 | | |
| Strongly disagree | 10 | 5.2 | | |
| Total | 191 | 100.0 | 2.90 | 0.86 |

Table 278. *SIU has a strong reputation for academics.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 14 | 7.3 | | |
| Agree | 89 | 46.1 | | |
| Neither agree nor disagree | 62 | 32.1 | | |
| Disagree | 22 | 11.4 | | |
| Strongly disagree | 6 | 3.1 | | |
| Total | 193 | 100.0 | 2.57 | 0.90 |

Table 279. *SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 17 | 8.9 | | |
| Agree | 89 | 46.8 | | |
| Neither agree nor disagree | 52 | 27.4 | | |
| Disagree | 22 | 11.6 | | |
| Strongly disagree | 10 | 5.3 | | |
| Total | 190 | 100.0 | 2.57 | 0.99 |

Table 280. *SIU is committed to establishing an environment conducive to academic achievement.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 26 | 13.7 | | |
| Agree | 113 | 59.5 | | |
| Neither agree nor disagree | 32 | 16.8 | | |
| Disagree | 16 | 8.4 | | |
| Strongly disagree | 3 | 1.6 | | |
| Total | 190 | 100.0 | 2.25 | 0.85 |

Table 281. *Resources for professional development are equitably distributed.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 5 | 2.6 | | |
| Agree | 32 | 16.9 | | |
| Neither agree nor disagree | 67 | 35.4 | | |
| Disagree | 56 | 29.6 | | |
| Strongly disagree | 29 | 15.3 | | |
| Total | 189 | 100.0 | 3.38 | 1.02 |

Table 282. *I have been adequately mentored in the position I hold.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 18 | 9.5 | | |
| Agree | 59 | 31.1 | | |
| Neither agree nor disagree | 47 | 24.7 | | |
| Disagree | 47 | 24.7 | | |
| Strongly disagree | 19 | 10.0 | | |
| Total | 190 | 100.0 | 2.95 | 1.16 |

Table 283. *There are adequate institutional rewards for doing my job well.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 6 | 3.2 | | |
| Agree | 22 | 11.6 | | |
| Neither agree nor disagree | 40 | 21.1 | | |
| Disagree | 61 | 32.1 | | |
| Strongly disagree | 61 | 32.1 | | |
| Total | 190 | 100.0 | 3.78 | 1.11 |

Table 284. *SIU rewards excellent faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 4 | 2.1 | | |
| Agree | 30 | 15.8 | | |
| Neither agree nor disagree | 51 | 26.8 | | |
| Disagree | 68 | 35.8 | | |
| Strongly disagree | 37 | 19.5 | | |
| Total | 190 | 100.0 | 3.55 | 1.04 |

Table 285. *SIU attracts qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 5 | 2.6 | | |
| Agree | 76 | 40.0 | | |
| Neither agree nor disagree | 56 | 29.5 | | |
| Disagree | 43 | 22.6 | | |
| Strongly disagree | 10 | 5.3 | | |
| Total | 190 | 100.0 | 2.88 | 0.97 |

Table 286. *SIU retains qualified faculty and staff.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 1 | 0.5 | | |
| Agree | 26 | 13.8 | | |
| Neither agree nor disagree | 47 | 24.9 | | |
| Disagree | 88 | 46.6 | | |
| Strongly disagree | 27 | 14.3 | | |
| Total | 189 | 100.0 | 3.60 | 0.92 |

Table 287. *SIU rewards excellent administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 10 | 5.3 | | |
| Agree | 34 | 18.0 | | |
| Neither agree nor disagree | 84 | 44.4 | | |
| Disagree | 45 | 23.8 | | |
| Strongly disagree | 16 | 8.5 | | |
| Total | 189 | 100.0 | 3.12 | 0.98 |

Table 288. *SIU attracts qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 4 | 2.1 | | |
| Agree | 43 | 22.6 | | |
| Neither agree nor disagree | 67 | 35.3 | | |
| Disagree | 54 | 28.4 | | |
| Strongly disagree | 22 | 11.6 | | |
| Total | 190 | 100.0 | 3.25 | 1.00 |

Table 289. *SIU retains qualified administrators.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 2 | 1.1 | | |
| Agree | 22 | 11.6 | | |
| Neither agree nor disagree | 73 | 38.6 | | |
| Disagree | 64 | 33.9 | | |
| Strongly disagree | 28 | 14.8 | | |
| Total | 189 | 100.0 | 3.50 | 0.92 |

Table 290. *SIU offers graduate programs that attract diverse students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 32 | 17.0 | | |
| Agree | 104 | 55.3 | | |
| Neither agree nor disagree | 42 | 22.3 | | |
| Disagree | 6 | 3.2 | | |
| Strongly disagree | 4 | 2.1 | | |
| Total | 188 | 100.0 | 2.18 | 0.83 |

Table 291. *SIU offers graduate programs that attract talented students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 19 | 10.1 | | |
| Agree | 109 | 58.0 | | |
| Neither agree nor disagree | 52 | 27.7 | | |
| Disagree | 6 | 3.2 | | |
| Strongly disagree | 2 | 1.1 | | |
| Total | 188 | 100.0 | 2.27 | 0.73 |

Table 292. *SIU commits adequate financial resources to carry out its commitment to effective teaching.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 5 | 2.6 | | |
| Agree | 47 | 25.1 | | |
| Neither agree nor disagree | 73 | 39.0 | | |
| Disagree | 46 | 24.6 | | |
| Strongly disagree | 16 | 8.6 | | |
| Total | 187 | 100.0 | 3.11 | 0.97 |

Table 293. *The leaders of SIU uphold the reputation of the university.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 14 | 7.5 | | |
| Agree | 54 | 29.0 | | |
| Neither agree nor disagree | 59 | 31.7 | | |
| Disagree | 37 | 19.9 | | |
| Strongly disagree | 22 | 11.8 | | |
| Total | 186 | 100.0 | 2.99 | 1.13 |

Table 294. *SIU takes responsibility for educating underprepared students.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 11 | 5.9 | | |
| Agree | 84 | 45.2 | | |
| Neither agree nor disagree | 53 | 28.5 | | |
| Disagree | 28 | 15.1 | | |
| Strongly disagree | 10 | 5.4 | | |
| Total | 186 | 100.0 | 2.69 | 0.98 |

Table 295. *Promoting leadership ability among students is a high priority for SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 8.1 | | |
| Agree | 78 | 41.9 | | |
| Neither agree nor disagree | 64 | 34.4 | | |
| Disagree | 26 | 14.0 | | |
| Strongly disagree | 3 | 1.6 | | |
| Total | 186 | 100.0 | 2.59 | 0.89 |

Table 296. *Most students are treated like "numbers in a book" at SIU.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 4 | 2.2 | | |
| Agree | 25 | 13.4 | | |
| Neither agree nor disagree | 54 | 29.0 | | |
| Disagree | 82 | 44.1 | | |
| Strongly disagree | 21 | 11.3 | | |
| Total | 186 | 100.0 | 3.49 | 0.94 |

Table 297. *SIU attempts to improve the daily lives of people through its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 20 | 10.8 | | |
| Agree | 112 | 60.2 | | |
| Neither agree nor disagree | 34 | 18.3 | | |
| Disagree | 17 | 9.1 | | |
| Strongly disagree | 3 | 1.6 | | |
| Total | 186 | 100.0 | 2.31 | 0.84 |

Table 298. *SIU effectively markets a message that is consistent with its mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 9 | 4.9 | | |
| Agree | 71 | 38.4 | | |
| Neither agree nor disagree | 41 | 22.2 | | |
| Disagree | 53 | 28.6 | | |
| Strongly disagree | 11 | 5.9 | | |
| Total | 185 | 100.0 | 2.92 | 1.05 |

Table 299. *SIU effectively markets a message that is consistent with its intended student population.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 8 | 4.3 | | |
| Agree | 71 | 38.4 | | |
| Neither agree nor disagree | 49 | 26.5 | | |
| Disagree | 43 | 23.2 | | |
| Strongly disagree | 14 | 7.6 | | |
| Total | 185 | 100.0 | 2.91 | 1.04 |

Table 300. *The mission statement of SIU adequately reflects what the university should be doing.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 33 | 17.7 | | |
| Agree | 106 | 57.0 | | |
| Neither agree nor disagree | 30 | 16.1 | | |
| Disagree | 16 | 8.6 | | |
| Strongly disagree | 1 | 0.5 | | |
| Total | 186 | 100.0 | 2.17 | 0.84 |

Table 301. *Our student body meets SIU's standards for fulfilling SIU's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 10 | 5.4 | | |
| Agree | 79 | 42.7 | | |
| Neither agree nor disagree | 69 | 37.3 | | |
| Disagree | 21 | 11.4 | | |
| Strongly disagree | 6 | 3.2 | | |
| Total | 185 | 100.0 | 2.64 | 0.87 |

Table 302. *The support budget in my department is adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 4 | 2.2 | | |
| Agree | 25 | 13.4 | | |
| Neither agree nor disagree | 33 | 17.7 | | |
| Disagree | 72 | 38.7 | | |
| Strongly disagree | 52 | 28.0 | | |
| Total | 186 | 100.0 | 3.77 | 1.07 |

Table 303. *My department's computer and network services are adequate for our mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 15 | 8.1 | | |
| Agree | 79 | 42.5 | | |
| Neither agree nor disagree | 17 | 9.1 | | |
| Disagree | 50 | 26.9 | | |
| Strongly disagree | 25 | 13.4 | | |
| Total | 186 | 100.0 | 2.95 | 1.25 |

Table 304. *The faculty and staff in my department are qualified to contribute to the department's mission.*

| Responses | Frequency | Valid Percent | <i>M</i> | <i>SD</i> |
|----------------------------|-----------|---------------|----------|-----------|
| Strongly agree | 65 | 34.9 | | |
| Agree | 86 | 46.2 | | |
| Neither agree nor disagree | 16 | 8.6 | | |
| Disagree | 17 | 9.1 | | |
| Strongly disagree | 2 | 1.1 | | |
| Total | 186 | 100.0 | 1.95 | 0.95 |

Appendix A - Pre-Notice for Survey

Subject Line: Feedback Needed for Campus Reaccreditation

Dear _____,

We are Applied Research Consultants (ARC), an independent and external consulting firm housed within SIU. We are contacting you to let you know about an important Reaccreditation Survey that will be conducted, starting later this week. This survey was created by Southern Illinois University, Carbondale (SIU)'s team of faculty, students, and staff comprising several subcommittees and a larger steering committee, all of whom are working on the assurance argument for the Higher Learning Commission. The purpose of the survey is to collect input on the degree to which the university is meeting the criteria for reaccreditation. Your participation will aid in the continuous improvement of the institution.

The survey will be available on **Wednesday, March 21st**. Completing the survey will take approximately 15-20 minutes and can only be successful with the generous help of participants like you!

We hope you will take advantage of this opportunity to provide the reaccreditation team with information about your opinions and experiences.

Sincerely,

Applied Research Consultants

Appendix B – Invitation to Survey

Subject Line: Feedback Needed for Campus Reaccreditation

Dear _____,

We are writing to ask for your help with an important Reaccreditation Survey that is being conducted by Southern Illinois University, Carbondale (SIU)'s team of faculty, students, and staff comprising several subcommittees and a larger steering committee, all of whom are working on the assurance argument for the Higher Learning Commission. The purpose of the survey is to collect input on the degree to which the university is meeting the criteria for reaccreditation. Your participation will aid in the continuous improvement of the institution.

The survey should take approximately 15-20 minutes to complete and can only be successful with the generous help of participants like you! You may access the survey through the following link:

Your information will remain confidential and all responses will be collected and analyzed by an independent third-party, Applied Research Consultants (ARC) in the Department of Psychology at Southern Illinois University Carbondale. Should you have any questions or comments, please contact us at arcmail@siu.edu.

We greatly appreciate your help and look forward to receiving your responses.

Sincerely,

Applied Research Consultants

If you do not respond to the survey or return the opt-out message, you will be contacted again with this request two times during the next few weeks.

Appendix C – Confidentiality

The purpose of this survey is to collect input on the degree to which Southern Illinois University (SIU) is meeting the criteria for reaccreditation. Your participation will aid in the continuous improvement of the institution.

CONFIDENTIALITY:

The data will be collected and analyzed by Applied Research Consultants (ARC), an independent research consulting firm within SIU. Your answers are strictly confidential and will not contain any information that can be used to identify you or your individual responses. Your data will only be viewed by ARC and any information reported to others will be given in terms of general themes and trends. The data will be stored electronically on a secure server and will be destroyed after 5 years.

Thank you for taking this opportunity to provide the reaccreditation team with information about your opinions and experiences.

Appendix D – Student Survey

SIU supports the professional development of students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I regularly participate in professional development activities in which I am interested.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have a clear understanding of SIU's policies and procedures relevant to me as a student.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to building a diverse educational community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been sexually harassed at SIU.

For the definition of sexual harassment, please follow this [link](#).

Yes, I have

No, I have not

Prefer not to answer

Unsure

SIU is committed to Affirmative Action.

Affirmative Action is defined as an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to Equal Opportunity Employment.

Equal Opportunity Employment is defined as equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws and through education and technical assistance.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I feel a part of the SIU community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most students are strongly committed to a community of service.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU values outreach to the local community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is fair in its admission policies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The grievance procedures at SIU work well.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Our student body meets SIU's standards for academic quality.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is a racially integrated campus.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU emphasizes diversity on campus.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is accessible to students with diverse backgrounds and talents.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU emphasizes diversity in its recruitment of students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU increases appreciation for diversity through the courses and majors it offers.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU increases respect for diversity through courses and majors it offers.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU provides students with adequate resources for professional growth.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports the academic development of its students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU provides students with adequate resources for academic growth.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty members at SIU contribute to my academic growth.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty members at SIU contribute to my professional growth.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are sufficient programs and/or organizations available to contribute to the academic growth and success of students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are sufficient programs and/or organizations available to contribute to the professional growth and success of students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are sufficient opportunities to gain student employment at this university.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been mentored by a faculty member.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been mentored by a staff member.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Facilitating students' search for a meaningful or purposeful life is a very important goal for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU promotes the development of leadership abilities in its students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have held a leadership position in a campus organization (e.g., sports team, Greek organization, honor society, departmental clubs, etc.)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU gives me opportunities to be a leader within the community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have learned to be a leader through the curriculum at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Helping students develop their creative capacities is a very important goal for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Preparing students to participate in their community is a very important goal for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU provides excellent services for incoming students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are many opportunities for me to engage in research activities with faculty members.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are valuable opportunities for me to engage in research activities with faculty members.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty research benefits students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Conducting research with faculty members is an important aspect of academic and professional growth.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU places appropriate emphasis on becoming a competitive research institution.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a strong commitment to excellent teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students are held to high standards of academic integrity.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am not aware of any incident in which academic freedom was limited.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Diverse points of view are respected by fellow SIU students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Diverse points of view are respected by SIU faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU policies adequately protect freedom of inquiry in the classroom.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU attempts to continuously improve the quality of its academic endeavors.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU promotes excellence in its undergraduate programs.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students' academic freedom is adequately protected.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty at SIU treat all students equally.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty at SIU care about students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Staff at SIU care about the students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most classes are an appropriate size for effective learning.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty at SIU are available outside of class.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty at SIU provide adequate instruction.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is dedicated to recruiting excellent faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is dedicated to retaining excellent faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU celebrates excellent faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports teamwork among students, faculty, and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU offers effective academic advisement.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My advisor is actively involved in guiding my academic path to completion.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Promoting the ability to write effectively is a very important goal for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The President of SIU is concerned about the welfare of the students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The Chancellor of SIU is concerned about the welfare of the students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am effectively represented by student government bodies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU values service and attempts to provide outreach to the local community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU values service and attempts to provide outreach to the wider Southern Illinois region.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU provides adequate service learning.

Service Learning is a school program that integrates citizenship values into education by involving students in community service, often as a requirement for graduation.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU provides community service opportunities.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is responsive to the needs of its students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Administration upholds the reputation of SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a strong reputation for academics.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I would recommend SIU to other people.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is a good university to attend.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have an opportunity to provide feedback on the courses I take at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty connect course assignments to learning outcomes for my program.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My SIU education is supporting my career goals.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Were the standards for transferring course credit clearly defined?

Yes

No

Does not apply

I had to retake coursework I had already taken at another institution.

Yes

No

Does not apply

Overall, my instructors are invested in my academic success.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty/Graduate Students make me feel comfortable coming to them when I'm struggling with coursework.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am aware of additional academic services, such as tutoring.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU's Mission Statement

SIU embraces a unique tradition of access and opportunity, inclusive excellence, innovation in research and creativity, and outstanding teaching focused on nurturing student success. As a nationally ranked public research university and regional economic catalyst, we create and exchange knowledge to shape future leaders, improve our communities, and transform lives.

Please provide your opinion on the following statements:

Research is an integral part of SIU's mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The actions of the administration effectively implement the mission statement.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The mission statement of SIU adequately reflects what the university should be doing.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



We thank you for your time spent taking this survey.
Your response has been recorded.

Appendix E – Faculty Survey

SIU supports the professional development of Faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I spend personal funds attending professional meetings.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I regularly participate in professional development activities in which I am interested.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have a clear understanding of SIU's policies and procedures relevant to me as a Faculty member.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to building a diverse educational community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve an economically diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve a socially diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been sexually harassed at SIU.

For the definition of sexual harassment, please follow this [link](#).

Yes, I have

No, I have not

Prefer not to answer

Unsure

SIU is committed to Affirmative Action.

Affirmative Action is defined as an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to Equal Opportunity Employment.

Equal Opportunity Employment is defined as equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws and through education and technical assistance.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is accessible to a wide variety of students with various needs and talents.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Academic freedom is adequately protected at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am aware of few, if any, instances at SIU where academic freedom was restricted.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



On-campus living-learning communities adequately facilitate student engagement in academic life.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a commitment to excellent teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports the improvement of academic endeavors.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU places appropriate emphasis on research.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports intellectual exploration in all its undertakings.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Pursuing extramural funding is a high priority for SIU.

Extramural funds include federal, state, or other government or private contracts and grants.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a collegial atmosphere for students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There is a collegial atmosphere where I work.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am satisfied working at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The faculty are typically in conflict with campus administration.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is a place where students, faculty, and staff work together to increase student learning.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I frequently mentor students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students make a significant contribution to SIU's workforce.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty are held to adequate standards of academic honesty at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students are held to adequate standards of academic honesty at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most students are strongly committed to a community of service.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is responsive to the needs of the community and its constituencies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU values outreach to the community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is fair in its admission policies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is fair in the way it uses scholarships to recruit students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has effective policies for promoting faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The grievance procedures at SIU work well.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has effective policies for resolving disputes.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a strong reputation for academics.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to establishing an environment conducive to academic achievement.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU rewards excellent faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU attracts qualified faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU retains qualified faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU rewards excellent administrators.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU attracts qualified administrators.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU retains qualified administrators.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU offers graduate programs that attract diverse students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU offers graduate programs that attract talented students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU commits adequate financial resources to carry out its commitment to effective teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The leaders of SIU uphold the reputation of the university.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU takes responsibility for educating underprepared students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Promoting leadership ability among students is a high priority for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Resources for professional development are equitably distributed among departments in my college.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Resources for professional development are equitably administered among faculty in my department.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I know where to go at SIU to get assistance in developing grant proposals.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I feel that SIU values my contributions as a faculty member in the area of teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I feel that SIU values my contributions as a faculty member in the area of service.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU avoids discriminating against individuals based on their veteran status.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The graduate program in my department is adequately supported independently of the undergraduate program.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Does not apply

The graduate program in my department is excellent at developing a diverse graduate student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Does not apply

The graduate program in my department is excellent at developing a talented graduate student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Does not apply

The research my colleagues do benefits students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The research I do benefits students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I frequently mentor faculty members who are junior to me.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been adequately mentored by other faculty.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Academic assessment at SIU is effectively used to improve students' learning.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most classes I teach are an appropriate size for effective teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am effectively represented by the elected constituency bodies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU actively tries to enhance its national image.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Goals for the learning outcomes of my students are clearly defined for my course(s) and my program.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I collect student-performance data that I or my program uses to assess learning outcomes.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I collect student-performance data that I or my program uses as feedback to improve course or curriculum design, with an eye towards improving learning outcomes.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I collect student-performance data that contributes to university-wide assessment of learning outcomes.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The student-performance data that I have collected in the past has been used to improve curriculum design in my program.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a formal process for articulating transfer courses.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a formal process for reviewing and evaluating prior learning and experiential learning.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU participates in the Illinois Articulation Initiative (IAI).

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I openly encourage students to seek aid from me.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I make additional academic services known to my students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have procedures in place to identify struggling students and provide timely interventions.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU's Mission Statement is as follows:

SIU embraces a unique tradition of access and opportunity, inclusive excellence, innovation in research and creativity, and outstanding teaching focused on nurturing student success. As a nationally ranked public research university and regional economic catalyst, we create and exchange knowledge to shape future leaders, improve our communities, and transform lives.

Please provide your opinion on the following statements:

Our student body meets SIU's standards for fulfilling the university's mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU attempts to improve the daily lives of people through its mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU effectively markets a message that is consistent with its mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The mission statement of SIU adequately reflects what the university should be doing.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My department has sufficient funds to carry out its basic teaching mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My department has sufficient resources, other than faculty, to carry out its teaching mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The actions of the administration effectively implement the mission statement.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The support budget in my department is adequate for our mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My department's computer and network services are adequate for our mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The faculty and staff in my department are qualified to contribute to the department's mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



We thank you for your time spent taking this survey.
Your response has been recorded.

Appendix F – Civil Staff Survey

SIU supports the professional development of Civil Staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I spend personal funds attending professional meetings.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I regularly participate in professional development activities in which I am interested.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have a clear understanding of SIU's policies and procedures relevant to me as a Civil Staff member.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to building a diverse educational community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve an economically diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve a socially diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been sexually harassed at SIU.

For the definition of sexual harassment, please follow this [link](#).

Yes, I have

No, I have not

Prefer not to answer

Unsure

SIU is committed to Affirmative Action.

Affirmative Action is defined as an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to Equal Opportunity Employment.

Equal Opportunity Employment is defined as equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws and through education and technical assistance.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is accessible to a wide variety of students with various needs and talents.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Academic freedom is adequately protected at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am aware of few, if any, instances at SIU where academic freedom was restricted.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

On-campus living-learning communities adequately facilitate student engagement in academic life.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a commitment to excellent teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports the improvement of academic endeavors.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU places appropriate emphasis on research.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU supports intellectual exploration in all its undertakings.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Pursuing extramural funding is a high priority for SIU.

Extramural funds include federal, state, or other government or private contracts and grants.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a collegial atmosphere for students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There is a collegial atmosphere where I work.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am satisfied working at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The faculty are typically at odds with campus administration.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is a place where students, faculty, and staff work together to increase student learning.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I frequently mentor students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students make a significant contribution to SIU's workforce.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Faculty are held to adequate standards of academic honesty at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Students are held to adequate standards of academic honesty at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most students are strongly committed to a community of service.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is responsive to the needs of the community and its constituencies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU values outreach to the community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is fair in its admission policies.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is fair in the way it uses scholarships to recruit students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has effective policies for promoting faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The grievance procedures at SIU work well.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has effective policies for resolving disputes.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a strong reputation for academics.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU publications, statements, and advertising accurately/fairly describe the institution, its operations, and its programs.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to establishing an environment conducive to academic achievement.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Resources for professional development are equitably distributed.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been adequately mentored in the position I hold.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

There are adequate institutional rewards for doing my job well.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU rewards excellent faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU attracts qualified faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU retains qualified faculty and staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU rewards excellent administrators.

Strongly agree

Agree

Neither agree nor disagree

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Strongly disagree

SIU attracts qualified administrators.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU retains qualified administrators.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU offers graduate programs that attract diverse students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU offers graduate programs that attract talented students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU commits adequate financial resources to carry out its commitment to effective teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The leaders of SIU uphold the reputation of the university.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU takes responsibility for educating underprepared students.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Promoting leadership ability among students is a high priority for SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Most students are treated like "numbers in a book" at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU's Mission Statement is as follows:

SIU embraces a unique tradition of access and opportunity, inclusive excellence, innovation in research and creativity, and outstanding teaching focused on nurturing student success. As a nationally ranked public research university and regional economic catalyst, we create and exchange knowledge to shape future leaders, improve our communities, and transform lives.

Please provide your opinion on the following statements:

SIU attempts to improve the daily lives of people through its mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU effectively markets a message that is consistent with its mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU effectively markets a message that is consistent with its intended student population.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The mission statement of SIU adequately reflects what the university should be doing.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Our student body meets SIU's standards for fulfilling SIU's mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The support budget in my department is adequate for our mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

My department's computer and network services are adequate for our mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

The faculty and staff in my department are qualified to contribute to the department's mission.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



We thank you for your time spent taking this survey.
Your response has been recorded.

Appendix G – AP Staff Survey

SIU supports the professional development of AP Staff.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I spend personal funds attending professional meetings.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I regularly participate in professional development activities in which I am interested.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have a clear understanding of SIU's policies and procedures relevant to me as an AP staff member.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to building a diverse educational community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve an economically diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

It is appropriate for SIU to serve a socially diverse student body.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I have been sexually harassed at SIU.

For the definition of sexual harassment, please follow this [link](#).

Yes, I have

No, I have not

Prefer not to answer

Unsure

SIU is committed to Affirmative Action.

Affirmative Action is defined as an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is committed to Equal Opportunity Employment.

Equal Opportunity Employment is defined as equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws and through education and technical assistance.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU is accessible to a wide variety of students with various needs and talents.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Academic freedom is adequately protected at SIU.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

I am aware of few, if any, instances at SIU where academic freedom was restricted.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

On-campus living-learning communities adequately facilitate student engagement in academic life.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

SIU has a commitment to excellent teaching.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

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| |
|----------------------------|
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| Agree |
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| |
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