













1. Are you a faculty member at Midwestern State University?

		Response Percent	Response Count
Yes		97.0%	65
No		3.0%	2
answered question			67
skipped question			3



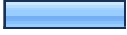


2. Jesse Roger's overall performance during the past 10 years has been satisfying.

		Response Percent	Response Count
5 - Strongly agree		30.9%	17
4 - Agree		29.1%	16
3 - Neutral		14.5%	8
2 - Disagree		12.7%	7
1 - Strongly disagree		12.7%	7
answered question			55
skipped question			15






3. Jesse Rogers supports the university faculty as much as he should.

		Response Percent	Response Count
5 - Strongly agree		29.1%	16
4 - Agree		27.3%	15
3 - Neutral		16.4%	9
2 - Disagree		12.7%	7
1 - Strongly disagree		14.5%	8
answered question			55
skipped question			15






4. Jesse Rogers should resign from his position as university president.

		Response Percent	Response Count
5 - Strongly agree		1.8%	1
4 - Agree		8.9%	5
3 - Neutral		17.9%	10
2 - Disagree		16.1%	9
1 - Strongly disagree		55.4%	31
answered question			56
skipped question			14

5. "You have been a laissez faire, status quo president who has demonstrated more concern with building monuments than building academic quality." Do you agree with the above statement, which was written in an email Wednesday morning to Jesse Rogers?

		Response Percent	Response Count
5 - Strongly agree		14.3%	8
4 - Agree		12.5%	7
3 - Neutral		10.7%	6
2 - Disagree		23.2%	13
1 - Strongly disagree		39.3%	22
answered question			56
skipped question			14




6. Working at MSU is enjoyable.

		Response Percent	Response Count
5 - Strongly agree		35.1%	20
4 - Agree		31.6%	18
3 - Neutral		10.5%	6
2 - Disagree		15.8%	9
1 - Strongly disagree		7.0%	4
answered question			57
skipped question			13




7. How could the working environment at MSU improve?

	Response Count
	38
answered question	38
skipped question	32

8. In which ways could Jesse Roger's performance improve?

		Response Percent	Response Count
Recruitment efforts		41.0%	16
University spendings		51.3%	20
Open communication with faculty, staff and students		71.8%	28
	Other (please specify)		22
	answered question		39
	skipped question		31

9. What is your gender?

		Response Percent	Response Count
Female		29.8%	17
Male		52.6%	30
Prefer not to answer		17.5%	10
	answered question		57
	skipped question		13

10. How long have you worked at MSU?

		Response Percent	Response Count
Up to 1 year		1.8%	1
1 to 5 years		12.5%	7
5 to 10 years		10.7%	6
10 to 20 years		26.8%	15
More than 20 years		32.1%	18
Prefer not to answer		16.1%	9
answered question			56
skipped question			14

11. Do you have tenure?

		Response Percent	Response Count
Yes		64.3%	36
No		35.7%	20
answered question			56
skipped question			14

Page 2, Q6. How could the working environment at MSU improve?

1	Build a quality environment based on students' needs rather than administrators' and professors' needs. Work with other departments to develop interdisciplinary programs that meet the students' needs.	Oct 9, 2012 9:32 AM
2	MSU's working environment will improve as faculty appreciate the opportunity to teach rather than complain about their salaries.	Oct 9, 2012 9:12 AM
3	Faculty should be given a raise EVERY year.	Oct 9, 2012 6:34 AM
4	Better technology in all classrooms	Oct 8, 2012 6:09 PM
5	Each faculty member, regardless of rank, is an essential component in accomplishing the university's mission of educating our students. Respect for teaching excellence, regardless of rank or tenure, needs to be an integral part of MSU's culture. I actually feel more respect and appreciation for the good work that I do from the administration than I do from my fellow, higher-ranking, faculty members.	Oct 8, 2012 5:13 PM
6	Treat students with respect. Stop parking in handicap spaces. Stop creating unnecessary university entities to provide jobs for friends. Such positions as Director of Distance education are not needed and actually conflict with the standards of SACS.	Oct 8, 2012 5:00 PM
7	The administration sees itself as separate from, and superior to, the faculty. They don't realize that they're actually highly overpaid support staff. Or should be. The university's work occurs in the classroom. Not in the Hardin Building.	Oct 8, 2012 4:10 PM
8	Faculty Salaries could be improved, but even more we need more faculty positions	Oct 8, 2012 1:14 PM
9	smaller class sizes, course reductions to allow more time for research	Oct 8, 2012 1:03 PM
10	Pay, and recognition of work instead of pretending to support us	Oct 8, 2012 12:59 PM
11	If the Wichitan should act like any responsible newspaper and ignore anonymous complaints.	Oct 8, 2012 12:58 PM
12	More faculty (in some programs) & improved salary. Improved support for distance education course development.	Oct 8, 2012 12:49 PM
13	NA	Oct 8, 2012 11:52 AM
14	- Make faculty salaries commensurate with national and state averages - Recruit more faculty, especially in humanities, social sciences, fine arts, and STEM areas - Reduce course loads for faculty pursuing research to 3 courses per semester; allow all non-researching faculty to teach at least 4 courses per semester with an option for overloads	Oct 8, 2012 11:35 AM
15	Lack of communication is a huge problem. There are great differences in salaries that make many of us feel, well confused and certainly unappreciated. Example: Why do staff members get longevity pay every month and faculty are not eligible? Why are some faculty really heped and encouraged to seek promotion and tenure and others are discouraged? Why has our funding been cut so much since Dr. Rogers has been here? Why do we waste so much	Oct 8, 2012 11:22 AM

Page 2, Q6. How could the working environment at MSU improve?

money in some areas, and not spend in those areas that would grow MSU? When will the "good 'ol boys" system die? Why don't we do more to make MSU a more inviting campus..There's so many ways in which we could do this. It would help the working environment and student life as well. I guess it all goes back to lack of communication. Input isn't really welcome. Closing the gap between faculty and the rest of the employees would be a good place to start. We all need each other. But, the faculty is the group whose work day doesn't end at 5:30.

16	For me, It couldn't.	Oct 8, 2012 11:05 AM
17	Faculty need to be treated and recognized for the job they do. It seems that our campus has forgotten that we are the one's who educate the students and that they are the reason we are here. Faculty have been forgotten on this campus.	Oct 8, 2012 10:58 AM
18	More support from the state of Texas	Oct 8, 2012 10:50 AM
19	The folks in Austin should support the "state" universities in Texas at a reasonable and historic rate, and cease the endless regulatory foolishness	Oct 8, 2012 10:24 AM
20	More of the faculty need to become attuned to the professed mission of the university. Not only do still more faculty need to understand the mission; what is more, they need to adjust their performance so as to live up to the mission. Also, more faculty need to become actively involved in recruitment and retention, using strategies that work. This is not to take away from those faculty who, in fact, daily strive to live up to the university's stated values and to ensure its viability.	Oct 8, 2012 10:20 AM
21	Avoiding promoting to administrative intermediary positions personnel without the necessary knowledge and leadership qualifications	Oct 8, 2012 9:47 AM
22	Many of the problems we're having are associated with things the state legislature has done: cutting funds, for example, from 80% support to around 20%.	Oct 8, 2012 9:40 AM
23	We need a more academically focused orientation that rewards hard work equally. Our 'job' is to recruit and educate students; the organizational support system should reflect this focus. It should place less emphasis on administrative functions in the hierarchy of command and shift the focus to one in which education is truly the primary mission objective and driver. We need a flatter organizational structure redesigned to reflect this focus. For example, distance education is an important educational support system, and is a huge potential area of growth for the university. Yet, it has had program funding cut, while its director was given a raise and promoted to Associate VP. Developing this department's strategy, and Its oversight, should fall more clearly under the direction of the faculty who teach online. More emphasis should be given to its importance as a support tool. The current university committee that has oversight is the Information Technology Advisory Committee. It is advisory only, and has 9 administrators/administrative staff members on it but only 6 faculty members. Of the six faculty members, only two actually teach online during the regular academic year. Here are my suggestions -There should be a committee (Educational Information Technology Committee?) which should not be 'advisory'. Its membership should be composed primarily of individuals who	Oct 8, 2012 9:34 AM

Page 2, Q6. How could the working environment at MSU improve?

regularly teach distance education classes at both the undergrad and grad levels as well as the Provost. Staff and administrative members from the IT and Extended/Distance Ed departments should be on the committee but hold advisory only (non-voting) positions on the committee. The VP's position should be redesignated back to director, and the VP salary should be used to help fund the hiring of at least one individual to help faculty with course design. This shift in oversight, and the re-designation of the new VP back to 'director', is not intended to reflect on the quality of the work done by this area. However, administrative employees should not be dictating policies that directly impact on teaching to PhD and doctoral level faculty, and administrators should not be promoted for 'hard work' when others in the university who work equally as hard are not rewarded. Here's another example - links on our website don't always work, or don't lead to where they claim to go. Most potential students go to the web to learn about the a university if they are considering it. So, a part of recruiting should be assuring that the maintenance of our website is carried out. Why isn't our website updated, why don't links always work? In some ways, have we been 'penny wise but pound foolish'? In others, have we been profligate, rewarding 'insiders' for their hard work more than 'outsiders'? ALL of the items I have mentioned are examples of issues that impact on the stress levels, the 'happiness' of the workers, and the ability of the university to achieve its mission - the recruitment and education of students.

24	I think the environment is as good as can be and I am perfectly happy.	Oct 8, 2012 9:14 AM
25	It is often the accumulation of all of our duties - teaching, research, service to the department, college, university, and community, that sometimes brings a bit of stress. The average person in the community thinks we are outrageously paid and that we only teach our classes and then go home. Such faulty thinking really bothers me; please don't judge when you do not know any of the facts.	Oct 8, 2012 9:05 AM
26	More transparency in administrative policy. Also, more emphasis in implementing programs, education about and services because we are a COPLAC university. I'm not sure most faculty and staff understand what that means.	Oct 8, 2012 8:56 AM
27	If we had the money to do the kind of teaching we need to do, the working environment would be better. The lack of money, however, is the fault of the state of Texas, not Jesse Rogers.	Oct 8, 2012 8:50 AM
28	Obtain more funding	Oct 8, 2012 8:43 AM
29	Have reasonable expectations regarding our time. I feel fortunate to work with great people here at MSU. However, the hours that are required to complete my work duties leave me little time for other areas of my life. This causes me to be less satisfied with my job than I would be otherwise.	Oct 8, 2012 8:14 AM
30	Oversight by outside regulators is the most detrimental facet of the job.	Oct 8, 2012 8:10 AM
31	Working environment is great! There does seem to be a bit of a morale issue but not much more than usual in professional workplaces. Professionals all seem to have an opinion. Many times you find it's not really based on substantive evidence.	Oct 8, 2012 7:49 AM

Page 2, Q6. How could the working environment at MSU improve?

32	The administration is a closed system. They treat the faculty like line workers and see themselves as privileged overseers, kindly benefactors, who know better than the peasants. The best thing that could happen to this place is fire every second administrator in the Hardin Bldg and move the rest of them to offices scattered around the campus so they'd begin to get a sense of what things are actually like to WORK at a university.	Oct 8, 2012 7:14 AM
33	Put the faculty first...not administrators!	Oct 8, 2012 7:10 AM
34	It is pretty good now.	Oct 8, 2012 6:55 AM
35	Instead of building up more and more administrative and quasi-administrative posts, with higher and higher salaries, and focusing on erecting buildings and buying land, Dr. Rodriguez always emphasized taking care of the faculty. Dr. Rogers could learn a lot from him.	Oct 8, 2012 6:52 AM
36	University is under a lot of financial stress- long periods without a pay raise is bad for morale.	Oct 8, 2012 6:30 AM
37	I believe that there is already a great working environment at MSU. Many of the distractions from this are from the legislature, THECB, and/or SACS - not the local environment/leadership.	Oct 8, 2012 6:23 AM
38	Figure out what is the cause of low enrollment and combat it. Be the best liberal arts university around. Don't try to be all things to all people.	Oct 8, 2012 6:17 AM

Page 2, Q7. In which ways could Jesse Roger's performance improve?

1	Change the MSU Quality focus to students, not administrators and professors who do not want to change to meet the needs of tomorrow's students.	Oct 9, 2012 9:32 AM
2	Dr. Rogers should reduce upper administrative salaries and fund university departments.	Oct 9, 2012 9:12 AM
3	Dr. Rogers has shown time and again that he is committed to the betterment of this university and to its future. He is very open with the faculty regarding the university's financial situation, going into detail during faculty meetings regarding various funding, shortfalls, and possibilities for increased income. He has repeatedly demonstrated his commitment to improving standards and graduating more and better prepared students.	Oct 8, 2012 5:13 PM
4	The biggest challenge MSU currently faces is to recruit students capable of finishing college. Currently 2/3 of our entering freshman do not meet the benchmarks established by the ACT and SAT to earn a 2.5 gpa. These students will not make it through school and thus not pay tuition and continue to hurt the schools financial situation.	Oct 8, 2012 5:00 PM
5	He just needs to quit. He's completely lost his compass. He's only interested in protecting himself and his buddies, Bob and Howard and the other cronies in Hardin.	Oct 8, 2012 4:10 PM
6	I have known four other presidents. Two were worthless, one was great academically, but could not get along with the Board of Regents. I have worked with Dr. Rogers and Dr. Rodriguez and found them generally satisfying, but I did not always agree with their positions on academic affairs, but I cannot imagine a faculty member who would always agree with decisions of any given president. I could readily speak to Dr. Rodriguez and I still can with Dr. Rogers. I've never had to deal with the problems of a president of a Texas University with a legislative and executive body which is so determined to undermine higher education in their own state.	Oct 8, 2012 1:14 PM
7	Increased visibility at university events. Stop treating the President's House as his personal residence & use it for it's intended purpose - entertaining!	Oct 8, 2012 12:49 PM
8	Promoting form within, and hiring someone because their spouse or relative is employed at MSU has got to stop. It has not usually provided us with the best people.	Oct 8, 2012 11:22 AM
9	More transparent in new hires and promotions within the University.	Oct 8, 2012 10:50 AM
10	I'm guessing he learned a lesson with the Harvey house, and will be more transparent in university/donor dealings.	Oct 8, 2012 10:24 AM
11	All of us who are part of the MSU family need to realize that the economic, social, and psychological environment impinging on higher education has changed--for both the short run AND the long-run. If we fail to understand the need for individual sacrifice, then MSU as a whole will suffer. We need to act as educated people in the larger sense by rising above scapegoating and resisting playing the victims.	Oct 8, 2012 10:20 AM
12	Nothing to be improved. it is however importan not to mix state mandates with	Oct 8, 2012 9:47 AM

Page 2, Q7. In which ways could Jesse Roger's performance improve?

MSU president's actions

- | | | |
|----|---|---------------------|
| 13 | Dr. Rogers' performance has been characterized by honor, intelligence, concern for the university, and sensitivity to the faculty's concerns. We're fortunate to have him. He's as fine a president as one could have. | Oct 8, 2012 9:40 AM |
| 14 | A once a year speech to the faculty when times are tough doesn't 'cut it'. I realize that the primary task of the most university president's is fundraising and dealing with the politics outside the university. However, he still needs to also attend to the inside health of the university - that means its necessary to informally speak to the 'foot soldiers' who actually produce the product of this university (an educated MWSU graduate) to truly assess what is and isn't working. You can't do a good job that if you haven't established good, open communication with those who do the everyday work here. Don't assume your vice-presidents and deans are doing this, do it yourself. Don't just speak to a select inner circle of friends and hand picked administrative administrators For example, I have attempted to raise some issues with an administrative staff member recently which directly impact on teaching. The response I got was not one of an open dialogue, it was closer to having a verbal door slammed in my face -basically I was told do it my way or else. I understand we are all under stress right now, but if we don't listen and respect each other, how can we expect to survive as a viable, functioning university? If we don't focus on education, and innovation of education, as our primary mission we will not survive. The president's job is to help maintain the university's focus and function - to do this he needs to communicate effectively without AND within the university. | Oct 8, 2012 9:34 AM |
| 15 | I believe Dr Rogers is doing a great job. | Oct 8, 2012 9:14 AM |
| 16 | Dr. Rogers made it clear that his style is his style - I accept that. He is doing a fine job on all of the above. | Oct 8, 2012 9:05 AM |
| 17 | He's the best president MSU has had in the nearly 40 years I've been at MSU. He's saved MSU from many a disaster, but, because of problems he didn't create, many seem to be blaming him alone. | Oct 8, 2012 8:50 AM |
| 18 | He could let faculty know what is going on, on an ongoing basis. | Oct 8, 2012 8:43 AM |
| 19 | Did I stop beating my wife? | Oct 8, 2012 8:10 AM |
| 20 | Jesse, and even more, the Board of Regents, passed up the opportunity two-three years ago to raise MSU tuition to respectable levels, competitive with other institutions, instead deciding to be the "value" university, i.e, the CHEAP university. It's had a predictable effect on enrollment: it's declined. WHO WANTS TO SEND THEIR KID TO THE CHEAPEST COLLEGE IN THE UNITED STATES?! Right or wrong, we value an institution based largely on its costs. Now that public and legislative pressure prevents meaningful tuition increases, we're trapped at tuition levels of a decade ago. Thanks, Jesse, for having ZERO foresight. Thanks BOR for treating the faculty like burger flippers at McDonalds. | Oct 8, 2012 7:14 AM |
| 21 | The university has become too top heavy in administration with too many vice presidents, associate vice presidents, and deans!! Better balance of spending on Academics vs. all the other "stuff" (e.g. coliseum, athletics). We have fancy tile floors in the football locker rooms but dozens of classrooms without | Oct 8, 2012 6:23 AM |

Page 2, Q7. In which ways could Jesse Roger's performance improve?

computers & projectors and other necessary technology for teaching our students!

22

The letter is correct in that he confers with his insiders and leaves the rest of us out (it is not correct in other ways, however). My biggest concern is with spending what little money we do have -- we've spent hundreds of thousands of dollars on a museum and an advising center we don't need due to Dr. Rogers' inability to say no to his insiders.

Oct 8, 2012 6:19 AM