General Results for Faculty Questionnaire - 2016 SelfStudy

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Institutional Environment	8.1. Overall, there is an environment of harmony at UPRM.	26	6.88%	220	58.20%	9	2.38%	83	21.96%	27	7.14%	13	3.44%	378	100.00%
	8.10. Academic freedom is protected for all faculty members.	99	26.19%	207	54.76%	16	4.23%	36	9.52%	7	1.85%	13	3.44%	378	100.00%
	8.11. UPRM promotes diversity among faculty.	64	16.93%	179	47.35%	30	7.94%	71	18.78%	21	5.56%	13	3.44%	378	100.00%
	8.2. Overall, there is an environment of continuous improvement and assessment at UPRM.	31	8.20%	155	41.01%	13	3.44%	120	31.75%	46	12.17%	13	3.44%	378	100.00%
	8.3. Overall, assessment results are used in decision-making processes and for resource allocation.	19	5.03%	99	26.19%	49	12.96%	147	38.89%	51	13.49%	13	3.44%	378	100.00%
	8.4. The administration is concerned with improving cultural identity and respect for diversity on campus.	38	10.05%	190	50.26%	39	10.32%	66	17.46%	32	8.47%	13	3.44%	378	100.00%
	8.5. The administration is concerned with the professional development of its faculty and other professionals, including teaching assistants.	59	15.61%	170	44.97%	14	3.70%	85	22.49%	37	9.79%	13	3.44%	378	100.00%
	8.6. In general, tenure track and tenured faculty members are treated fairly and with respect.	64	16.93%	218	57.67%	8	2.12%	48	12.70%	27	7.14%	13	3.44%	378	100.00%
	8.7. In general, temporary faculty members are treated fairly and with respect.	54	14.29%	164	43.39%	46	12.17%	67	17.72%	34	8.99%	13	3.44%	378	100.00%
	8.8. Overall, administrative officials treat faculty members fairly and with respect.	73	19.31%	211	55.82%	9	2.38%	53	14.02%	19	5.03%	13	3.44%	378	100.00%
	8.9. Overall, non-teaching staff treats faculty members fairly and with respect.	92	24.34%	217	57.41%	10	2.65%	31	8.20%	15	3.97%	13	3.44%	378	100.00%
Institutional Environment Total		619	14.89%	2030	48.82%	243	5.84%	807	19.41%	316	7.60%	143	3.44%	4158	100.00%
Institutional Mission and Objectives.	9.1. I am knowledgeable about the institution's stated mission and objectives.	130	34.39%	204	53.97%	3	0.79%	18	4.76%	1	0.26%	22	5.82%	378	100.00%
	9.2. The institution strategic plan is being implemented.	25	6.61%	155	41.01%	60	15.87%	95	25.13%	21	5.56%	22	5.82%	378	100.00%
	9.3. There is an institutional environment that encourages and supports all of its members to carry out UPRM mission and objectives.	31	8.20%	134	35.45%	31	8.20%	131	34.66%	29	7.67%	22	5.82%	378	100.00%
	9.4. Faculty members participate in the strategic planning process at all levels.	40	10.58%	139	36.77%	33	8.73%	118	31.22%	26	6.88%	22	5.82%	378	100.00%
	9.5. The information disseminated by the university is consistent with its stated mission and objectives.	36	9.52%	190	50.26%	38	10.05%	79	20.90%	13	3.44%	22	5.82%	378	100.00%
	9.6. Scholarly and creative activities support the institutional mission and objectives.	59	15.61%	210	55.56%	23	6.08%	50	13.23%	14	3.70%	22	5.82%	378	100.00%
	9.7. University services are effective in meeting the institutional mission and objectives.	33	8.73%	138	36.51%	33	8.73%	120	31.75%	32	8.47%	22	5.82%	378	100.00%
Institutional Mission and Objectives. Total		354	13.38%	1170	44.22%	221	8.35%	611	23.09%	136	5.14%	154	5.82%	2646	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
General Policies	10.1. At UPRM, procedures exist to deal with academic integrity among faculty, and they are fair and in accordance with due process.	45	11.90%	175	46.30%	49	12.96%	48	12.70%	22	5.82%	39	10.32%	378	100.00%
	10.2. Procedures to deal with research integrity are fair and in accordance with due process.	55	14.55%	163	43.12%	60	15.87%	42	11.11%	19	5.03%	39	10.32%	378	100.00%
	10.3. At UPRM, there exist procedures to protect the intellectual property rights of faculty, and they are fair and in accordance with due process.	56	14.81%	164	43.39%	71	18.78%	38	10.05%	10	2.65%	39	10.32%	378	100.00%
	10.4. Rules and regulations that deal with conflicts of interest are fair and in accordance with due process.	43	11.38%	150	39.68%	69	18.25%	57	15.08%	20	5.29%	39	10.32%	378	100.00%
	10.5. At UPRM, the procedure to deal with student cheating and plagiarism is adequate, fair and in accordance with due process.	50	13.23%	139	36.77%	43	11.38%	62	16.40%	45	11.90%	39	10.32%	378	100.00%
General Policies Total		249	13.17%	791	41.85%	292	15.45%	247	13.07%	116	6.14%	195	10.32%	1890	100.00%
Faculty and Student Related Policies	11.1. Procedures used to recruit faculty and other professionals are non-discriminatory and in accordance with due process.	68	17.99%	168	44.44%	21	5.56%	57	15.08%	25	6.61%	39	10.32%	378	100.00%
	11.10. Criteria for the appointment of part-time, adjunct, and other faculty is consistent with those of full-time faculty.	32	8.47%	112	29.63%	83	21.96%	86	22.75%	26	6.88%	39	10.32%	378	100.00%
	11.11. Criteria for the supervision of part-time, adjunct, and other faculty is consistent with those of full-time faculty.	33	8.73%	122	32.28%	84	22.22%	76	20.11%	24	6.35%	39	10.32%	378	100.00%
	11.12. Criteria for the review of teaching effectiveness for part-time, adjunct, and other faculty is consistent with those of full-time faculty.	38	10.05%	134	35.45%	80	21.16%	63	16.67%	24	6.35%	39	10.32%	378	100.00%
	11.2. Procedures used to evaluate faculty and other professionals are fair and in accordance with due process.	46	12.17%	186	49.21%	11	2.91%	66	17.46%	30	7.94%	39	10.32%	378	100.00%
	11.3. Procedures used for tenure are fair and in accordance with due process.	53	14.02%	188	49.74%	14	3.70%	58	15.34%	26	6.88%	39	10.32%	378	100.00%
	11.4. Procedures used to promote faculty and other professionals are fair and in accordance with due process.	43	11.38%	176	46.56%	15	3.97%	70	18.52%	35	9.26%	39	10.32%	378	100.00%
	11.5. Procedures used to discipline faculty and other professionals are fair and in accordance with due process.	33	8.73%	115	30.42%	84	22.22%	69	18.25%	38	10.05%	39	10.32%	378	100.00%
	11.6. Procedures to deal with faculty grievances are fair and in accordance with due process.	30	7.94%	127	33.60%	83	21.96%	68	17.99%	31	8.20%	39	10.32%	378	100.00%
	11.7. Procedures used to evaluate students are fair and in accordance with due process.	66	17.46%	219	57.94%	17	4.50%	27	7.14%	10	2.65%	39	10.32%	378	100.00%
	11.8. Procedures used to discipline students are fair and in accordance with due process.	42	11.11%	142	37.57%	66	17.46%	63	16.67%	26	6.88%	39	10.32%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Faculty and Student Related Policies	11.9. There is a fair and impartial process, published and widely available, to address student grievances.	47	12.43%	140	37.04%	66	17.46%	62	16.40%	24	6.35%	39	10.32%	378	100.00%
Faculty and Student Related Policies Total		**531**	**11.71%**	**1829**	**40.32%**	**624**	**13.76%**	**765**	**16.87%**	**319**	**7.03%**	**468**	**10.32%**	**4536**	**100.00%**
Provision of Information to Outside Agencies	12.1. Accreditation agencies are provided with accurate information about the institution.	74	19.58%	153	40.48%	74	19.58%	26	6.88%	11	2.91%	40	10.58%	378	100.00%
	12.2. Funding agencies are provided with accurate information about the institution.	67	17.72%	139	36.77%	83	21.96%	34	8.99%	15	3.97%	40	10.58%	378	100.00%
	12.3. The general public is provided with accurate information about the institution.	53	14.02%	143	37.83%	65	17.20%	58	15.34%	19	5.03%	40	10.58%	378	100.00%
Provision of Information to Outside Agencies Total		**194**	**17.11%**	**435**	**38.36%**	**222**	**19.58%**	**118**	**10.41%**	**45**	**3.97%**	**120**	**10.58%**	**1134**	**100.00%**
Characteristics of Policy and Procedures Implementation	13.1. Policy and procedure implementation is consistent with institutional mission and goals.	39	10.32%	171	45.24%	47	12.43%	64	16.93%	17	4.50%	40	10.58%	378	100.00%
	13.2. Policies and procedures are implemented in a manner that fosters an environment of adherence to ethical standards, human dignity, and respect among individuals.	50	13.23%	184	48.68%	31	8.20%	54	14.29%	19	5.03%	40	10.58%	378	100.00%
	13.3. Policies and procedures are implemented in a manner that fosters an environment of academic inquiry and intellectual and academic freedom.	53	14.02%	175	46.30%	31	8.20%	59	15.61%	20	5.29%	40	10.58%	378	100.00%
	13.4. Policies and procedures are implemented in a manner that avoids undue political influence.	25	6.61%	82	21.69%	29	7.67%	98	25.93%	104	27.51%	40	10.58%	378	100.00%
Characteristics of Policy and Procedures Implementation Total		**167**	**11.04%**	**612**	**40.48%**	**138**	**9.13%**	**275**	**18.19%**	**160**	**10.58%**	**160**	**10.58%**	**1512**	**100.00%**
Assessment	14.1. There is an institutional assessment program at UPRM.	44	11.64%	185	48.94%	32	8.47%	50	13.23%	10	2.65%	57	15.08%	378	100.00%
	14.10. The administration is concerned with the professional development of its faculty.	43	11.38%	129	34.13%	19	5.03%	85	22.49%	45	11.90%	57	15.08%	378	100.00%
	14.11. Assessment findings are used to improve teaching and learning processes.	27	7.14%	117	30.95%	51	13.49%	86	22.75%	40	10.58%	57	15.08%	378	100.00%
	14.12. There is an institutional assessment program at UPRM.	46	12.17%	159	42.06%	43	11.38%	49	12.96%	24	6.35%	57	15.08%	378	100.00%
	14.13. Assessment is a useful process.	139	36.77%	140	37.04%	11	2.91%	20	5.29%	11	2.91%	57	15.08%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Assessment	14.14. It is my role as faculty to assess the effectiveness of teaching and learning processes.	176	46.56%	128	33.86%	9	2.38%	5	1.32%	3	0.79%	57	15.08%	378	100.00%
	14.15. The assessment of student learning and program outcomes, relative to the goals and objectives of the undergraduate programs, (results) are used to improve student learning and program effectiveness.	69	18.25%	115	30.42%	39	10.32%	77	20.37%	21	5.56%	57	15.08%	378	100.00%
	14.16. The graduate curricula provide for the development of research and independent thinking that the studies at the advanced level presuppose.	64	16.93%	146	38.62%	64	16.93%	34	8.99%	13	3.44%	57	15.08%	378	100.00%
	14.17. The graduate faculty members do comply with credentials approopriate to the graduate curricula.	98	25.93%	132	34.92%	62	16.40%	18	4.76%	11	2.91%	57	15.08%	378	100.00%
	14.18. Skills and abilities acquired through General Education courses need further strengthening.	109	28.84%	140	37.04%	32	8.47%	35	9.26%	5	1.32%	57	15.08%	378	100.00%
	14.19. General Education courses include the study of values, ethics, and diverse perspectives.	65	17.20%	153	40.48%	46	12.17%	47	12.43%	10	2.65%	57	15.08%	378	100.00%
	14.2. The institutional assessment process at UPRM could be improved.	157	41.53%	125	33.07%	30	7.94%	5	1.32%	4	1.06%	57	15.08%	378	100.00%
	14.20. General Education courses teach social responsibility.	53	14.02%	149	39.42%	54	14.29%	51	13.49%	14	3.70%	57	15.08%	378	100.00%
	14.21. Instructional faculty is familiar with General Education assessment procedures.	18	4.76%	88	23.28%	94	24.87%	96	25.40%	25	6.61%	57	15.08%	378	100.00%
	14.22. There are clearly articulated expectations of student learning outcomes at all levels (institution, department, program).	45	11.90%	133	35.19%	31	8.20%	90	23.81%	22	5.82%	57	15.08%	378	100.00%
	14.23. Student learning outcomes are consonant with the institution's mission.	56	14.81%	170	44.97%	49	12.96%	35	9.26%	11	2.91%	57	15.08%	378	100.00%
	14.24. Student learning outcomes are published for clear and easy access and understanding by all.	36	9.52%	103	27.25%	54	14.29%	100	26.46%	28	7.41%	57	15.08%	378	100.00%
	14.25. There is evidence of collaboration in the development of expected student learning outcomes and assessment strategies at the department or program level.	41	10.85%	131	34.66%	50	13.23%	73	19.31%	26	6.88%	57	15.08%	378	100.00%
	14.26. There is an implemented plan or process at all levels (institution, department, program) for the assessment of student learning.	33	8.73%	121	32.01%	53	14.02%	88	23.28%	26	6.88%	57	15.08%	378	100.00%
	14.27. The assessment process or plan is aligned to the learning outcomes.	39	10.32%	141	37.30%	70	18.52%	55	14.55%	16	4.23%	57	15.08%	378	100.00%
	14.28. Assessment measures/processes demonstrate that students have achieved the stated learning outcomes at all levels (course, department, program, institutional).	31	8.20%	110	29.10%	90	23.81%	72	19.05%	18	4.76%	57	15.08%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Assessment	14.29. Assessment measures/processes demonstrate that actual learning outcomes of our courses, programs, and activities are consistent with the institution's mission, goals, and objectives.	38	10.05%	117	30.95%	90	23.81%	61	16.14%	15	3.97%	57	15.08%	378	100.00%
	14.3. The institution has a procedure for the periodic assessment of institutional integrity.	31	8.20%	118	31.22%	90	23.81%	60	15.87%	22	5.82%	57	15.08%	378	100.00%
	14.30. Student learning outcomes assessment results or findings are used to improve student learning.	39	10.32%	120	31.75%	57	15.08%	76	20.11%	29	7.67%	57	15.08%	378	100.00%
	14.31. Student learning outcomes assessment results or findings are used to improve teaching, curricula, educational programs, and other instructional activities in my department or program.	41	10.85%	117	30.95%	52	13.76%	82	21.69%	29	7.67%	57	15.08%	378	100.00%
	14.4. I have been involved in the process of revising program goals and objectives.	85	22.49%	144	38.10%	29	7.67%	38	10.05%	25	6.61%	57	15.08%	378	100.00%
	14.5. Assessment results at the college and institutional levels are easy to access.	24	6.35%	101	26.72%	48	12.70%	104	27.51%	44	11.64%	57	15.08%	378	100.00%
	14.6. I support and collaborate in assessment activities related to student learning.	94	24.87%	168	44.44%	22	5.82%	32	8.47%	5	1.32%	57	15.08%	378	100.00%
	14.7. The administration supports and collaborates in assessing student learning.	42	11.11%	175	46.30%	32	8.47%	56	14.81%	16	4.23%	57	15.08%	378	100.00%
	14.8. UPRM periodically assesses the effectiveness of its administrative structures.	18	4.76%	58	15.34%	67	17.72%	97	25.66%	81	21.43%	57	15.08%	378	100.00%
	14.9. Assessment plans at the program level are simple and practical.	23	6.08%	109	28.84%	59	15.61%	92	24.34%	38	10.05%	57	15.08%	378	100.00%
Assessment Total		**1824**	**15.57%**	**4042**	**34.49%**	**1529**	**13.05%**	**1869**	**15.95%**	**687**	**5.86%**	**1767**	**15.08%**	**11718**	**100.00%**
Adequacy and Accessibility of Academic Programs and Resources	15.1. The learning resources are adequate to support the institution's educational programs.	37	9.79%	135	35.71%	6	1.59%	95	25.13%	37	9.79%	68	17.99%	378	100.00%
	15.10. The formal undergraduate, graduate, or professional programs, leading to a degree or other recognized higher education credential, are designed to foster a coherent student learning experience.	67	17.72%	177	46.83%	24	6.35%	28	7.41%	14	3.70%	68	17.99%	378	100.00%
	15.11. The formal undergraduate, graduate, or professional programs, leading to a degree or other recognized higher education credential, promote synthesis of learning.	56	14.81%	166	43.92%	36	9.52%	38	10.05%	14	3.70%	68	17.99%	378	100.00%
	15.12. The UPRM program goals are stated in terms of student learning outcomes.	52	13.76%	150	39.68%	58	15.34%	38	10.05%	12	3.17%	68	17.99%	378	100.00%
	15.13. Internet usage is easily accessible to students.	119	31.48%	145	38.36%	7	1.85%	29	7.67%	10	2.65%	68	17.99%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Adequacy and Accessibility	15.14. Computer labs are easily accessible to students.	84	22.22%	152	40.21%	13	3.44%	46	12.17%	15	3.97%	68	17.99%	378	100.00%
	15.15. There are sufficient and adequate support facilities (computer centers, study halls, cafeterias, tutoring centers, etc.) at the institution.	43	11.38%	104	27.51%	14	3.70%	97	25.66%	52	13.76%	68	17.99%	378	100.00%
	15.2. The facilities are adequate to support the institution's educational programs.	25	6.61%	137	36.24%	3	0.79%	102	26.98%	43	11.38%	68	17.99%	378	100.00%
	15.3. The instructional equipment is adequate to support the institution's educational programs.	22	5.82%	130	34.39%	5	1.32%	110	29.10%	43	11.38%	68	17.99%	378	100.00%
	15.4. The library services are adequate to support the institution's educational programs.	37	9.79%	145	38.36%	15	3.97%	68	17.99%	45	11.90%	68	17.99%	378	100.00%
	15.5. The professional library staff is adequate to support the institution's educational programs.	54	14.29%	162	42.86%	35	9.26%	32	8.47%	27	7.14%	68	17.99%	378	100.00%
	15.6. There is collaboration among professional library staff, faculty, and administrators in fostering information literacy skills across the curriculum.	50	13.23%	141	37.30%	43	11.38%	45	11.90%	31	8.20%	68	17.99%	378	100.00%
	15.7. There is collaboration among professional library staff, faculty, and administrators in fostering technological competency skills across the curriculum.	42	11.11%	135	35.71%	49	12.96%	50	13.23%	34	8.99%	68	17.99%	378	100.00%
	15.8. Academic programs promote student use of a variety of information and learning resources.	59	15.61%	187	49.47%	13	3.44%	37	9.79%	14	3.70%	68	17.99%	378	100.00%
	15.9. The institution makes provisions of comparable quality of teaching/instruction, academic rigor, and educational effectiveness of the institution's courses and programs regardless of the location and delivery mode (on site vs. online).	35	9.26%	111	29.37%	88	23.28%	53	14.02%	23	6.08%	68	17.99%	378	100.00%
Adequacy and Accessibility of Academic Programs and Resources Total		782	13.79%	2177	38.40%	409	7.21%	868	15.31%	414	7.30%	1020	17.99%	5670	100.00%
Mentoring and Advising Programs	16.1. In general, student mentoring/advising programs support retention.	39	10.32%	145	38.36%	49	12.96%	51	13.49%	26	6.88%	68	17.99%	378	100.00%
	16.2. In general, students receive effective mentoring/advising in their major academic programs.	36	9.52%	143	37.83%	39	10.32%	65	17.20%	27	7.14%	68	17.99%	378	100.00%
	16.3. My department carries out assessment of its mentoring/advising programs.	30	7.94%	81	21.43%	69	18.25%	91	24.07%	39	10.32%	68	17.99%	378	100.00%
	16.4. There is room for improvement in current student mentoring/advising programs.	143	37.83%	113	29.89%	38	10.05%	10	2.65%	6	1.59%	68	17.99%	378	100.00%
Mentoring and Advising Programs Total		248	16.40%	482	31.88%	195	12.90%	217	14.35%	98	6.48%	272	17.99%	1512	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Provision of Information about Qualification and Expectations	17.1. Necessary academic qualifications are communicated to faculty and prospective faculty.	86	22.75%	159	42.06%	19	5.03%	33	8.73%	9	2.38%	72	19.05%	378	100.00%
	17.2. Faculty is provided with information regarding evaluation procedures.	89	23.54%	156	41.27%	10	2.65%	38	10.05%	13	3.44%	72	19.05%	378	100.00%
	17.3. Faculty is provided with information regarding requirements and procedures for tenure.	90	23.81%	159	42.06%	15	3.97%	30	7.94%	12	3.17%	72	19.05%	378	100.00%
	17.4. Faculty is provided with information regarding requirements and procedures for promotion.	92	24.34%	157	41.53%	11	2.91%	33	8.73%	13	3.44%	72	19.05%	378	100.00%
	17.5. Faculty is provided with information regarding salary decision procedures.	62	16.40%	109	28.84%	27	7.14%	70	18.52%	38	10.05%	72	19.05%	378	100.00%
	17.6. Faculty is informed about teaching expectations.	62	16.40%	145	38.36%	12	3.17%	74	19.58%	13	3.44%	72	19.05%	378	100.00%
	17.7. Faculty is informed about research expectations.	59	15.61%	137	36.24%	12	3.17%	80	21.16%	18	4.76%	72	19.05%	378	100.00%
	17.8. Faculty is informed about advising expectations.	40	10.58%	114	30.16%	20	5.29%	112	29.63%	20	5.29%	72	19.05%	378	100.00%
	17.9. Faculty is informed about service expectations.	41	10.85%	114	30.16%	17	4.50%	109	28.84%	25	6.61%	72	19.05%	378	100.00%
Provision of Information about Qualification and Expectations Total		**621**	**18.25%**	**1250**	**36.74%**	**143**	**4.20%**	**579**	**17.02%**	**161**	**4.73%**	**648**	**19.05%**	**3402**	**100.00%**
Provision of Information about Procedures and Regulations	18.1. Faculty is provided with information regarding discipline procedures.	30	7.94%	123	32.54%	16	4.23%	114	30.16%	23	6.08%	72	19.05%	378	100.00%
	18.2. Faculty is provided with information regarding dismissal procedures.	29	7.67%	117	30.95%	19	5.03%	113	29.89%	28	7.41%	72	19.05%	378	100.00%
	18.3. Faculty is informed of rules and regulations dealing with conflicts of interest.	29	7.67%	127	33.60%	18	4.76%	101	26.72%	31	8.20%	72	19.05%	378	100.00%
	18.4. Faculty is informed of rules and regulations dealing with intellectual property rights.	34	8.99%	143	37.83%	23	6.08%	85	22.49%	21	5.56%	72	19.05%	378	100.00%
	18.5. Faculty is informed about the procedure on cheating and plagiarism at the UPRM.	34	8.99%	137	36.24%	15	3.97%	93	24.60%	27	7.14%	72	19.05%	378	100.00%
	18.6. Faculty is informed about student assessment procedures.	44	11.64%	138	36.51%	18	4.76%	85	22.49%	21	5.56%	72	19.05%	378	100.00%
	18.7. Faculty is informed about student grievance procedures.	29	7.67%	116	30.69%	22	5.82%	108	28.57%	31	8.20%	72	19.05%	378	100.00%
	18.8. Faculty is informed about student disciplinary procedures.	28	7.41%	113	29.89%	21	5.56%	111	29.37%	33	8.73%	72	19.05%	378	100.00%
Provision of Information about Procedures and Regulations Total		**257**	**8.50%**	**1014**	**33.53%**	**152**	**5.03%**	**810**	**26.79%**	**215**	**7.11%**	**576**	**19.05%**	**3024**	**100.00%**

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Assessment of Faculty Performance	19.1. Teaching receives proper weight in faculty evaluations for promotion and tenure.	65	17.20%	138	36.51%	27	7.14%	50	13.23%	22	5.82%	76	20.11%	378	100.00%
	19.2. Research receives proper weight in faculty evaluations for promotion and tenure.	48	12.70%	129	34.13%	25	6.61%	68	17.99%	32	8.47%	76	20.11%	378	100.00%
	19.3. Assessment of student learning outcomes receive proper weight in faculty evaluations for promotion and tenure.	31	8.20%	90	23.81%	49	12.96%	92	24.34%	40	10.58%	76	20.11%	378	100.00%
	19.4. Service receives proper weight in faculty evaluations for promotion and tenure.	33	8.73%	130	34.39%	32	8.47%	74	19.58%	33	8.73%	76	20.11%	378	100.00%
	19.5. Faculty and other professionals, including teaching assistants, demonstrate excellence in teaching and other academic activities .	59	15.61%	162	42.86%	30	7.94%	41	10.85%	10	2.65%	76	20.11%	378	100.00%
	19.6. Faculty and other professionals, including teaching assistants, demonstrate continued professional growth.	50	13.23%	137	36.24%	36	9.52%	67	17.72%	12	3.17%	76	20.11%	378	100.00%
Assessment of Faculty Performance Total		286	12.61%	786	34.66%	199	8.77%	392	17.28%	149	6.57%	456	20.11%	2268	100.00%
Professional Development and Service Opportunities	20.1. Appropriate institutional support is provided for the advancement and development of teaching.	42	11.11%	110	29.10%	19	5.03%	98	25.93%	33	8.73%	76	20.11%	378	100.00%
	20.2. Appropriate institutional support is provided for the advancement and development of research.	33	8.73%	102	26.98%	17	4.50%	95	25.13%	55	14.55%	76	20.11%	378	100.00%
	20.3. Appropriate institutional support is provided for the advancement and development of service experiences.	29	7.67%	99	26.19%	32	8.47%	104	27.51%	38	10.05%	76	20.11%	378	100.00%
	20.4. Opportunities are readily available for the enhancement of teaching skills.	42	11.11%	122	32.28%	20	5.29%	85	22.49%	33	8.73%	76	20.11%	378	100.00%
	20.5. Opportunities are readily available for professional development in general.	43	11.38%	119	31.48%	18	4.76%	92	24.34%	30	7.94%	76	20.11%	378	100.00%
	20.6. Appropriate institutional support is provided for the advancement and development of scholarship.	20	5.29%	49	12.96%	25	6.61%	68	17.99%	18	4.76%	198	52.38%	378	100.00%
Professional Development and Service Opportunities Total		209	9.22%	601	26.50%	131	5.78%	542	23.90%	207	9.13%	578	25.49%	2268	100.00%
UPRM Administration	21.1. The process for selecting administrators seems fair.	12	3.17%	68	17.99%	25	6.61%	100	26.46%	97	25.66%	76	20.11%	378	100.00%
	21.2. The process for selecting administrators is open and transparent.	7	1.85%	62	16.40%	25	6.61%	110	29.10%	98	25.93%	76	20.11%	378	100.00%
	21.3. Administrators are selected based on their skills and education.	11	2.91%	64	16.93%	25	6.61%	105	27.78%	97	25.66%	76	20.11%	378	100.00%
	21.4. Administrators are selected for political reasons.	129	34.13%	102	26.98%	41	10.85%	23	6.08%	7	1.85%	76	20.11%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
UPRM Administration	21.5. Administrators have appropriate skills to carry out their responsibilities and functions.	13	3.44%	107	28.31%	27	7.14%	101	26.72%	54	14.29%	76	20.11%	378	100.00%
	21.6. Administrators seem to have appropriate education and training to carry out their responsibilities and functions.	16	4.23%	143	37.83%	24	6.35%	79	20.90%	40	10.58%	76	20.11%	378	100.00%
	21.7. The Chancellor's vision for UPRM is well-publicized.	26	6.88%	98	25.93%	34	8.99%	96	25.40%	48	12.70%	76	20.11%	378	100.00%
	21.8. Administrators receive adequate clerical support.	42	11.11%	143	37.83%	48	12.70%	47	12.43%	22	5.82%	76	20.11%	378	100.00%
	21.9. Administrators receive adequate technological support.	35	9.26%	151	39.95%	51	13.49%	42	11.11%	23	6.08%	76	20.11%	378	100.00%
	21.10. Adequate information systems are in place to support the work of administrators.	32	8.47%	138	36.51%	53	14.02%	53	14.02%	26	6.88%	76	20.11%	378	100.00%
	21.11. Adequate decision-making systems are in place to support the work of administrators.	21	5.56%	102	26.98%	71	18.78%	76	20.11%	32	8.47%	76	20.11%	378	100.00%
	21.12. The number of administrators is sufficient and meets the goals of the institution.	54	14.29%	149	39.42%	46	12.17%	32	8.47%	21	5.56%	76	20.11%	378	100.00%
	21.13. The number of administrators is sufficient for a land grant institution.	53	14.02%	140	37.04%	65	17.20%	25	6.61%	19	5.03%	76	20.11%	378	100.00%
	21.14. The number of administrators is sufficient for the size of the institution.	59	15.61%	151	39.95%	47	12.43%	25	6.61%	20	5.29%	76	20.11%	378	100.00%
	21.15. The number of administrators is sufficient for the complexity of the institution.	59	15.61%	154	40.74%	43	11.38%	26	6.88%	20	5.29%	76	20.11%	378	100.00%
	21.16. The organizational structure of the UPRM administration is clearly documented.	46	12.17%	139	36.77%	31	8.20%	59	15.61%	27	7.14%	76	20.11%	378	100.00%
	21.17. The lines of authority in the UPRM administration are clearly documented.	48	12.70%	140	37.04%	26	6.88%	60	15.87%	28	7.41%	76	20.11%	378	100.00%
	21.18. UPRM periodically assesses the effectiveness of its administrative structures.	12	3.17%	48	12.70%	67	17.72%	92	24.34%	83	21.96%	76	20.11%	378	100.00%
UPRM Administration Total		675	9.92%	2099	30.85%	749	11.01%	1151	16.92%	762	11.20%	1368	20.11%	6804	100.00%
Leadership and Governance	22.1. UPRM has a well-defined system of collegial governance.	39	10.32%	133	35.19%	40	10.58%	55	14.55%	32	8.47%	79	20.90%	378	100.00%
	22.2. UPRM has written policies outlining governance responsibilities of its faculty.	44	11.64%	159	42.06%	41	10.85%	40	10.58%	15	3.97%	79	20.90%	378	100.00%
	22.3. UPRM has written policies outlining governance responsibilities of its administration.	42	11.11%	153	40.48%	47	12.43%	35	9.26%	22	5.82%	79	20.90%	378	100.00%
	22.4. UPRM has written policies outlining governance responsibilities of its Administrative Board.	46	12.17%	150	39.68%	60	15.87%	25	6.61%	18	4.76%	79	20.90%	378	100.00%
	22.5. UPRM has written policies outlining governance responsibilities of its Academic Senate.	52	13.76%	159	42.06%	53	14.02%	25	6.61%	10	2.65%	79	20.90%	378	100.00%
	22.6. Faculty receives updated information on academic issues when appropriate.	43	11.38%	155	41.01%	13	3.44%	63	16.67%	25	6.61%	79	20.90%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Leadership and Governance	22.7. UPRM has a transparent process for selecting administrators based on their qualifications.	16	4.23%	65	17.20%	26	6.88%	100	26.46%	92	24.34%	79	20.90%	378	100.00%
	22.8. The lines of authority in the UPRM administration are clearly documented.	51	13.49%	143	37.83%	25	6.61%	54	14.29%	26	6.88%	79	20.90%	378	100.00%
	22.9. The organizational structure of the UPRM administration is clearly documented.	58	15.34%	150	39.68%	28	7.41%	44	11.64%	19	5.03%	79	20.90%	378	100.00%
	22.10. College and departmental meetings provide appropriate opportunities for student input regarding decisions that affect them.	42	11.11%	128	33.86%	16	4.23%	79	20.90%	34	8.99%	79	20.90%	378	100.00%
	22.11. UPRM faculty has a conflict-of-interest policy that assures that those interests are disclosed and that they do not interfere with their impartiality.	32	8.47%	96	25.40%	72	19.05%	70	18.52%	29	7.67%	79	20.90%	378	100.00%
	22.12. UPRM has a process for updating faculty about its mission, organization, and academic programs and objectives.	30	7.94%	127	33.60%	43	11.38%	75	19.84%	24	6.35%	79	20.90%	378	100.00%
	22.13. UPRM has a periodic assessment of the effectiveness of institutional leadership and governance.	14	3.70%	71	18.78%	58	15.34%	92	24.34%	64	16.93%	79	20.90%	378	100.00%
	22.14. UPRM has a policy describing the processes for involvement of the faculty in the assessment of the academic programs.	23	6.08%	128	33.86%	53	14.02%	68	17.99%	27	7.14%	79	20.90%	378	100.00%
	22.15. UPRM has a process for faculty participation in the hiring, dismissal, promotion and tenure of teaching and research personnel.	50	13.23%	156	41.27%	26	6.88%	45	11.90%	22	5.82%	79	20.90%	378	100.00%
	22.16. Your department has had assessment from external specialists (advisory board) invited for consultation on planning and self-assessment issues.	31	8.20%	82	21.69%	61	16.14%	66	17.46%	59	15.61%	79	20.90%	378	100.00%
	22.17. Your college has had assessment from external specialists (advisory board) invited for consultation on planning and self-assessment issues.	28	7.41%	92	24.34%	80	21.16%	53	14.02%	46	12.17%	79	20.90%	378	100.00%
	22.18. The Chancellor is held accountable to the primary responsibilities of the position.	55	14.55%	121	32.01%	43	11.38%	46	12.17%	34	8.99%	79	20.90%	378	100.00%
	22.19. UPRM has always had chancellors whose primary responsibility is to lead UPRM toward its goals and with responsibility for its administration.	40	10.58%	88	23.28%	37	9.79%	62	16.40%	72	19.05%	79	20.90%	378	100.00%
	22.20. UPRM has always had chancellors with the combination of academic background and professional training appropriate for the institution and its mission.	29	7.67%	93	24.60%	36	9.52%	76	20.11%	65	17.20%	79	20.90%	378	100.00%
	22.21. Administrators have appropriate skills to carry out their responsibilities and functions.	22	5.82%	107	28.31%	39	10.32%	96	25.40%	35	9.26%	79	20.90%	378	100.00%

Topic	Question	Strongly Agree Total	%	Agree Total	%	No Basis for Judgment Total	%	Disagree Total	%	Strongly Disagree Total	%	(blank) Total	%	Total Total	Total %
Leadership and Governance	22.22. Administrators seem to have appropriate education and training to carry out their responsibilities and functions.	24	6.35%	132	34.92%	34	8.99%	79	20.90%	30	7.94%	79	20.90%	378	100.00%
	22.23. The number of administrators is sufficient and meets the goals of the institution.	54	14.29%	149	39.42%	51	13.49%	29	7.67%	16	4.23%	79	20.90%	378	100.00%
	22.24. The number of administrators is sufficient for the complexity and size of the institution.	54	14.29%	148	39.15%	50	13.23%	31	8.20%	16	4.23%	79	20.90%	378	100.00%
	22.25. UPRM periodically assesses the effectiveness of its administrative structures.	13	3.44%	55	14.55%	79	20.90%	84	22.22%	68	17.99%	79	20.90%	378	100.00%
	22.26. UPRM regularly conducts reviews of the sufficiency and effectiveness of directors and administrators to carry out their functions.	9	2.38%	52	13.76%	71	18.78%	95	25.13%	72	19.05%	79	20.90%	378	100.00%
	22.27. Your department regularly conducts reviews of the adequacy of clerical, technological, and other support for administrative personnel.	19	5.03%	71	18.78%	49	12.96%	87	23.02%	73	19.31%	79	20.90%	378	100.00%
Leadership and Governance Total		960	9.41%	3163	30.99%	1231	12.06%	1674	16.40%	1045	10.24%	2133	20.90%	10206	100.00%
Grand Total		7976	12.71%	22481	35.83%	6478	10.32%	10925	17.41%	4830	7.70%	10058	16.03%	62748	100.00%