

Access and Use of the G14 Faculty Survey App

In addition to the report on the G14 (previously the Colonial Group) Faculty Survey, which you have received, the committee has provided a web app that presents all of the results collected from all questions in the survey.¹ The app provides faculty members more detail for the survey items than is available in the report. The app should be seen as a supplement to the report, offering, in a single location, an ability to see details of the survey that would have taken up reams of paper to produce. Below are some instructions on accessing the app, as well as an overview of what is contained in it. These instructions will also guide you through reading the various sections of the app and highlight some areas that will provide the simplest interpretations of what can be a considerable amount of data.

Accessing the App

We have made the survey data as transparent as possible, while protecting the identity of individual respondents. The survey analysis group emphasizes that while the app has been made available to all SMU faculty, the app and the results are for internal SMU discussion and consideration only, which is to the benefit of all of SMU.

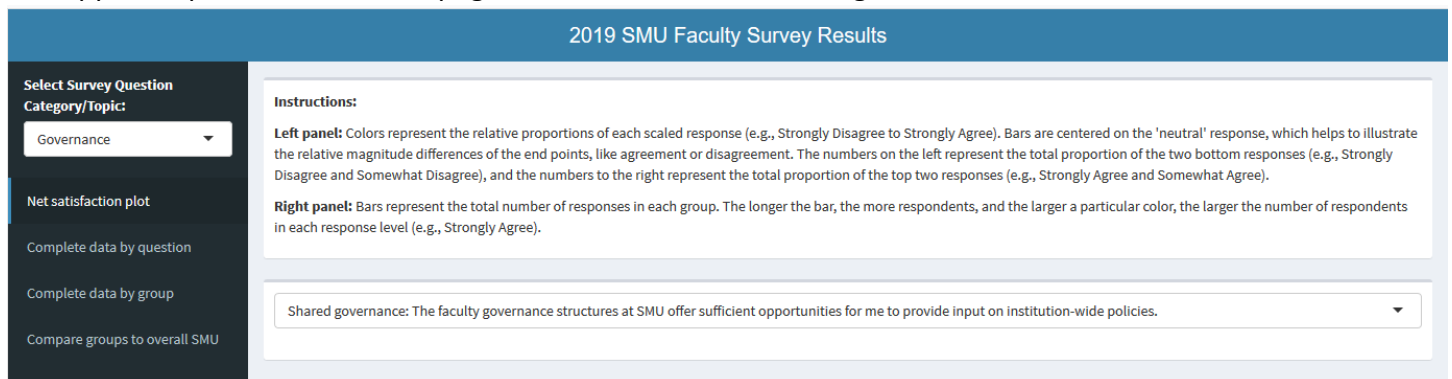
To access the app, either click on the link below, or type the address directly into your favorite web browser.

<https://shinyviz.smu.edu/shiny/FacultySurvey2019/>

The first page you will ask for your SMU ID and Password. This is the same SMU ID and Password you use to access other SMU applications. After submitting this information, you will be asked for dual factor authentication via Duo. These security measures are in place to ensure the survey results are viewed by SMU employees only and not permitted to be shared outside the university community.

Navigating and Using the App

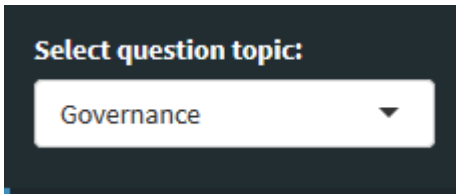
The app will open each time to a page that looks like the following:



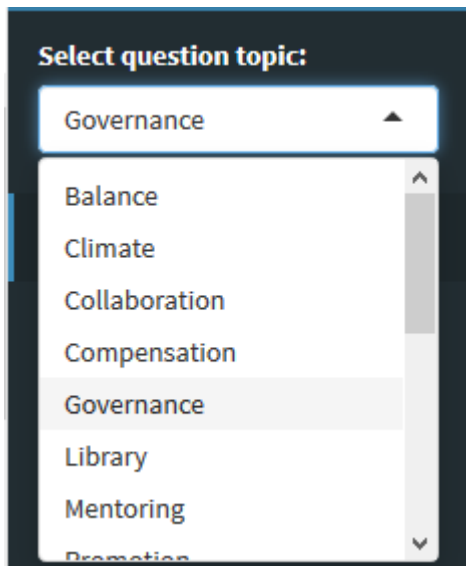
The screenshot shows the '2019 SMU Faculty Survey Results' app interface. On the left is a dark sidebar with the title 'Select Survey Question' and a dropdown menu for 'Category/Topic' currently set to 'Governance'. Below the dropdown are four options: 'Net satisfaction plot', 'Complete data by question', 'Complete data by group', and 'Compare groups to overall SMU'. The main content area has a white background with a blue header. It contains an 'Instructions' section with two panels: 'Left panel' explaining color-coded bar charts and 'Right panel' explaining bar lengths. Below the instructions is a dropdown menu showing the question: 'Shared governance: The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.'

¹ Prof. Michael Braun created this app, and the rest of the committee is grateful for his extensive contribution.

In the upper left is a dropdown menu, which defaults to Governance when first opened.



The survey questions were divided into 16 categories, with individual questions associated with those categories (NOTE: categories were determined when the survey was constructed, and they are not necessarily in the order in which they appeared in the survey). If you click on the arrow next to the word Governance, this will open the list and you can select any of the 16 categories and review the questions associated with that category. (NOTE: we will address the other items in the left-hand list later in this document).



Note: Not all reports are available for all types. For example, there are no plots for “count” questions (like “number of publications.”)

Navigation Menu

Below the category/topic selector, on the left side of the screen, is a menu of four different types of reports. Each report presents the data in a slightly different way, allowing for easy comparison across questions and groups of respondents.

Complete data by question

The **Complete data by question** page provides the number or proportion of responses to each answer for each question. The two tabs at the top of the window, **Response Counts** and **Response Proportions**, determine whether the results are presented by counts of the number of respondents, or by proportions among those who answered that question. Under the Response Counts tab, you will see the questions displayed as below.

Response count		Response Proportions							
Please indicate your agreement or disagreement with the following statements:									
The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.									
ALL	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Answered	(No answer)	Total	
All	21	51	31	73	22	198	194	392	
All SMU	21	51	31	73	22	198	194	392	

When no additional breakdown is provided (see Breakdowns further below), **All** and **All SMU** are the same. The numbers represent the number of faculty who supplied an answer in the response categories listed at the top, along with the total number of faculty responding to the question (*Answered*), the number that did not respond to this particular question (*No answer*), and the total number of faculty responding to the survey (*Total, which is 392 for All SMU*). Since none of the questions were mandatory, not all faculty responded to every question.

If the Response Proportions tab is selected, the display changes to show the proportion of faculty who responded to the question within a particular response category.

Response count		Response Proportions							
Please indicate your agreement or disagreement with the following statements:									
The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.									
ALL	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Positive	Negative	Net	Answered
All	0.11	0.26	0.16	0.37	0.11	0.48	0.36	0.12	198
All SMU	0.11	0.26	0.16	0.37	0.11	0.48	0.36	0.12	198

Three additional values are provided in the Summary stats tab to help simplify the interpretation of the question (Positive, Negative, Net). **Positive** is the sum of the proportions of the two most favorable categories of responses (e.g., Somewhat and Strongly agree). (In some cases, disagreement with a question is the most positive response, and in those cases Positive is represented by the disagreement instead of agreement). **Negative** represents the two most unfavorable responses (e.g., Somewhat and Strong Disagree). Like Positive, Negative can be represented by agreement instead of disagreement depending upon the context and directionality of the question. **Net** is the difference between the Positive and Negative values (Positive – Negative = Net).

Positive values in **green** mean that 50% (.50) or more faculty were positive about the statement. **Negative** items in **red** indicate that 30% (.30) or more of faculty were negatively inclined toward the survey item. If the **Net** is **green** or **red**, then the difference between Positive and Negative was 10% (.10) or more in the positive or negative direction, respectively. The faculty committee made these decisions about cutoffs and colors because they believed they helped to focus on items of interest for further review or attention and to highlight cases in which an average response might not fully capture variation in attitudes across faculty.

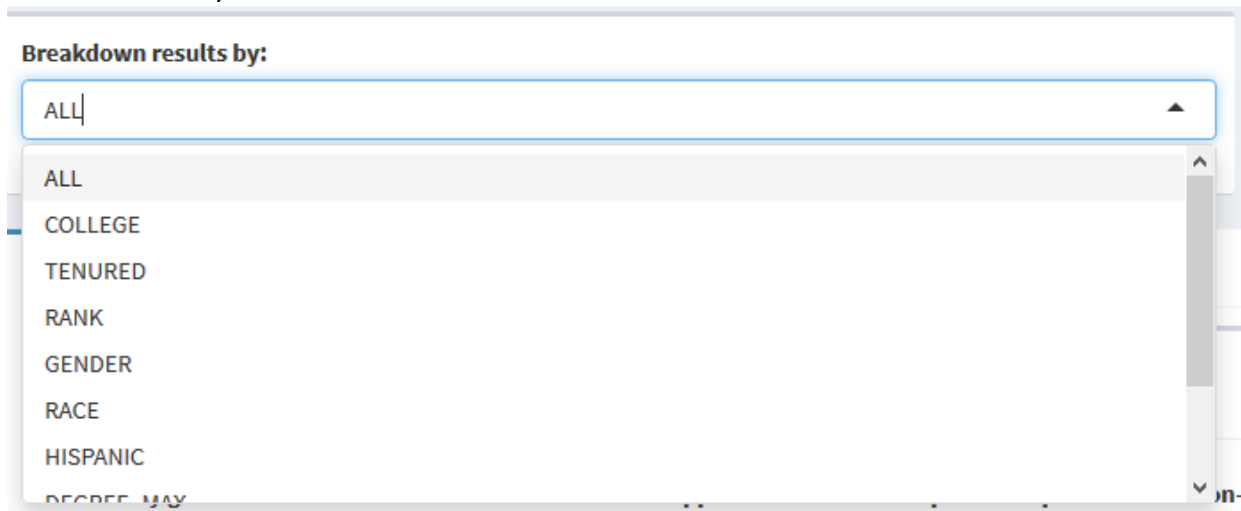
Break down result by:

Above the Response count and Summary stats tab are is a dropdown list called **Break down results by:**



A screenshot of a web interface showing a dropdown menu titled "Breakdown results by:". The dropdown is currently set to "ALL".

If you click on the arrow next to ALL, you will see a dropdown list of items for which the questions below can be subdivided by.



A screenshot of the same web interface, but the dropdown menu is open, showing a list of options: ALL, COLLEGE, TENURED, RANK, GENDER, RACE, HISPANIC, and DEGREE MAY. The "ALL" option is currently selected.

These breakdown groups allow us to compare results across different subpopulations of faculty. These groups were predetermined when the survey was deployed.

For example, if we were to break down results by Tenured, for example, the questions below would appear as:

The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.

TENURED	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Positive	Negative	Net	Answered
Tenured	0.12	0.26	0.14	0.35	0.13	0.48	0.38	0.10	125
Not tenured and on tenure track	0.05	0.32	0.21	0.37	0.05	0.42	0.37	0.05	19
Not on tenure track	0.09	0.22	0.19	0.41	0.09	0.50	0.31	0.19	54
All SMU	0.11	0.26	0.16	0.37	0.11	0.48	0.36	0.12	198

The question is broken apart by Tenured, Not tenured and on Tenure track, and Not on tenure track, as well as All SMU. On the Response proportions tab, the same color-coding schemes apply as discussed previously. The app allows for breaking down results by only one group at a time. We imposed this limitation because sub-setting results by more than one group could potentially make it possible to identify specific respondents.

Complete data by group

Results can also be displayed for a single breakdown group at a time. In the **Complete data by group** report, the response counts and proportions are organized by clusters of responses to a single question. For example, the question “The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies” was a standalone question in the By Question section, but in the By Group section it is listed with the other related questions as can be seen below.

All

Please indicate your agreement or disagreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Positive	Negative	Net	Answered
-									
The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.	0.11	0.26	0.16	0.37	0.11	0.48	0.36	0.12	198
SMU has clear rules about the various roles and authority of the faculty and administration.	0.12	0.18	0.22	0.33	0.14	0.47	0.31	0.16	293
SMU cultivates new leaders among faculty.	0.14	0.18	0.29	0.31	0.09	0.39	0.32	0.08	300
Faculty and administrators have an open system of communication for making decisions.	0.20	0.24	0.25	0.23	0.08	0.30	0.45	-0.14	319
The governance committees on which I currently serve are efficient and achieve their goals.	0.05	0.16	0.27	0.36	0.15	0.52	0.21	0.30	149

This view makes it easy to compare results for like questions across a particular breakout group level, such as faculty in a single college or of a particular rank. Compare below.

By Group page

Tenured

Please indicate your agreement or disagreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Positive	Negative	Net	Answered
-									
The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.	0.12	0.26	0.14	0.35	0.13	0.48	0.38	0.10	125
SMU has clear rules about the various roles and authority of the faculty and administration.	0.12	0.21	0.19	0.35	0.13	0.48	0.33	0.14	162
SMU cultivates new leaders among faculty.	0.12	0.21	0.28	0.29	0.10	0.39	0.33	0.06	163
Faculty and administrators have an open system of communication for making decisions.	0.24	0.25	0.24	0.22	0.05	0.27	0.49	-0.22	174
The governance committees on which I currently serve are efficient and achieve their goals.	0.05	0.19	0.26	0.35	0.16	0.50	0.23	0.27	107

Here you see how Tenured faculty responded across a group of related questions, whereas below you see how the various tenure levels compare on a single question.

By Question page

Please indicate your agreement or disagreement with the following statements:

The faculty governance structures at SMU offer sufficient opportunities for me to provide input on institution-wide policies.

TENURED	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Positive	Negative	Net	Answered
Tenured	0.12	0.26	0.14	0.35	0.13	0.48	0.38	0.10	125
Not tenured and on tenure track	0.05	0.32	0.21	0.37	0.05	0.42	0.37	0.05	19
Not on tenure track	0.09	0.22	0.19	0.41	0.09	0.50	0.31	0.19	54
All SMU	0.11	0.26	0.16	0.37	0.11	0.48	0.36	0.12	198

In the By Groups section the breakouts are done slightly differently with two dropdown lists. Use the one below to select the breakdown group you would like to use.

Breakdown results by:

TENURED

Once you have selected a breakdown group, use the dropdown shown below, to pick a specific level of the group for which you would like to see the questions displayed.

View Results for Breakdown Level:

Not tenured and on tenure track

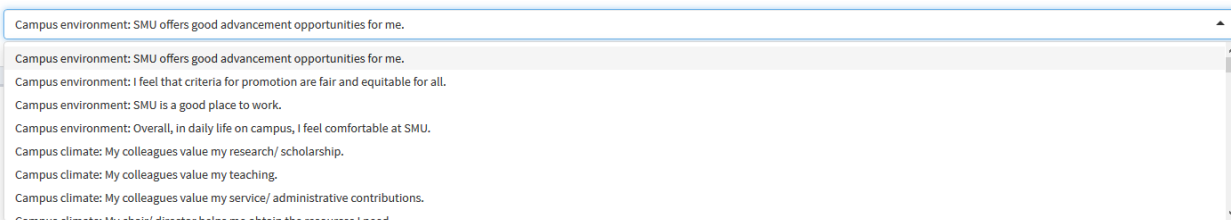
Plots

There are two different types of plots that may appear under the Plots tab.

For “scale” questions, for which the answers are in an ordered scale, the plot is a Net Satisfaction plot.

The Net Satisfaction Plot section offers some clustered bar graphs for each survey item within a survey category listed in the top left dark pane dropdown list.

On this page, once you have selected a category, you will see a dropdown above the plots.



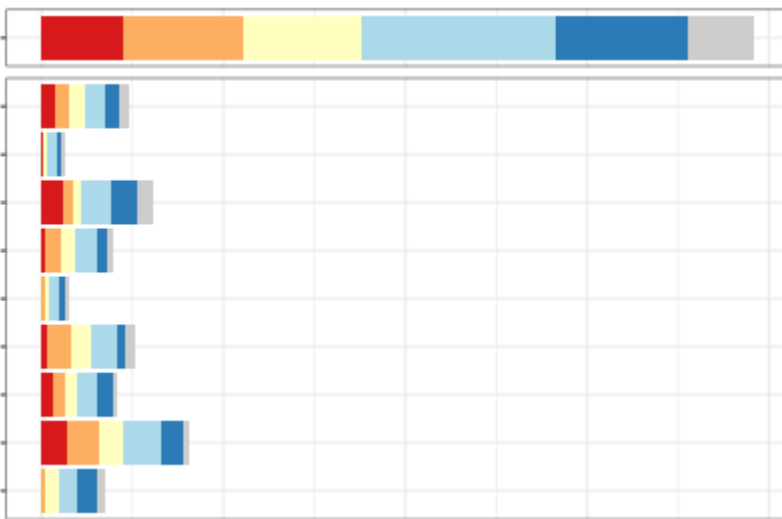
From this list, select the question for which you are interested in viewing the plot.

For the question “Campus Environment: SMU offers good advancement opportunities for me” the plots below are offered for illustrative purposes.

The plots present results for most breakdown groups, in two different ways. The plot below presents the number of responses for each category and breakout, including the number of survey respondents who did not answer than particular question. The width of these bars is an indication of the number of responses that went into the computation of net satisfaction.

Answer

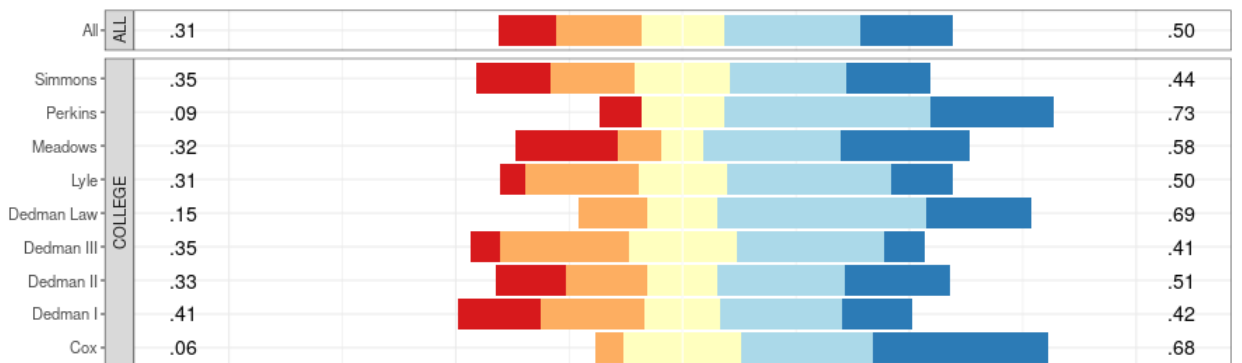
- Strongly disagree
- Neither agree nor disagree
- Strongly agree
- Somewhat disagree
- Somewhat agree
- (No answer)



The next plot displays the “net satisfaction” for each group, among those who responded to the question.

Answer

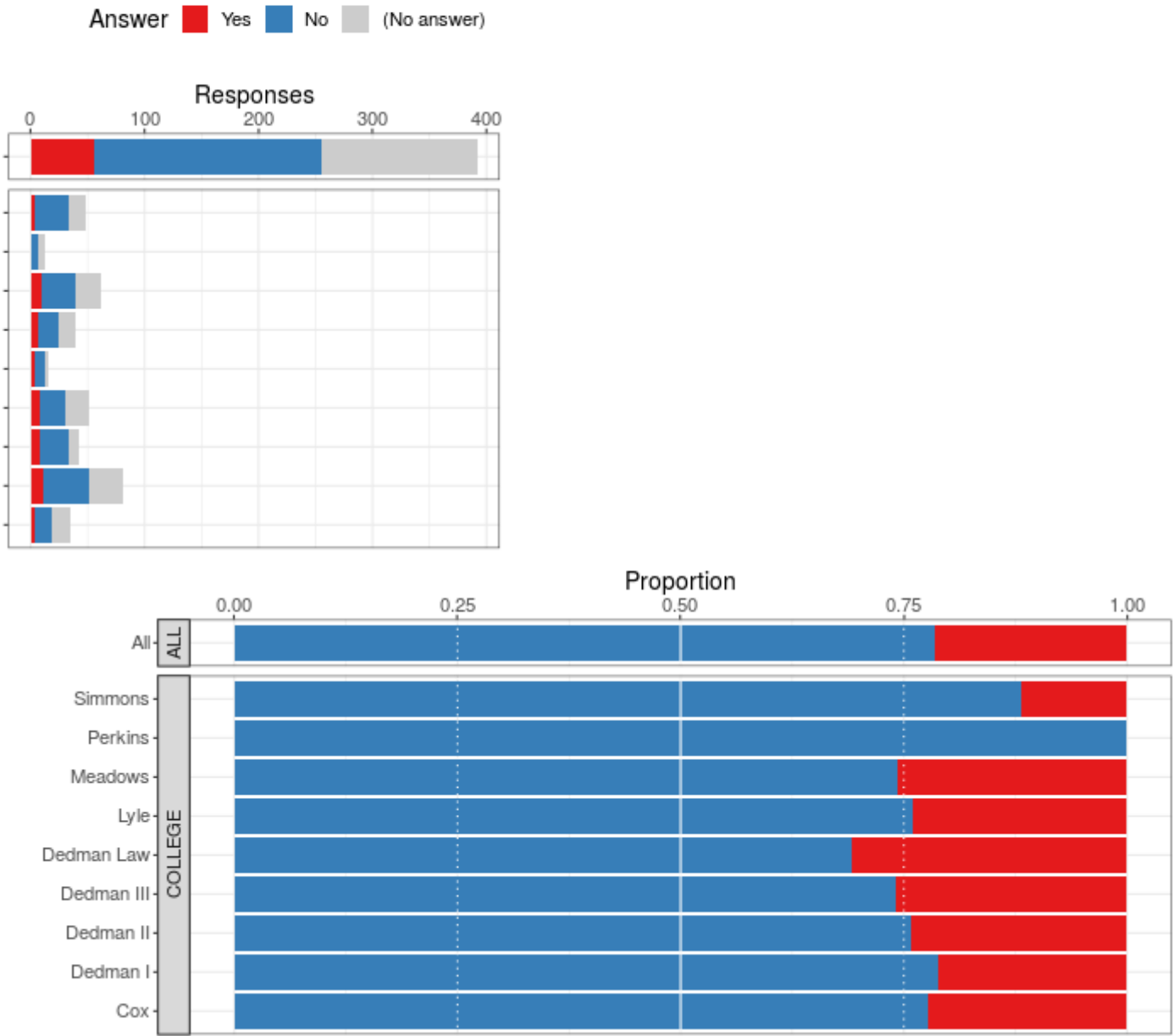
- Strongly disagree
- Neither agree nor disagree
- Strongly agree
- Somewhat disagree
- Somewhat agree
- (No answer)



Each bar is centered in the middle of the “neutral” response, such as “neither agree nor disagree.” Bars that shift to the right indicate more “positive” responses. The numbers to the left and right are the sums of

proportions for the two negative and two positive responses, respectively. These definitions correspond to the Positive and Negative columns in the Response proportion reports (described above).

For other questions, responses are unordered choices (e.g., Yes or No).



Compare Groups to Overall SMU

The **Compare Groups to Overall SMU** report provides comparisons of specific groups of faculty to SMU as a whole. Unlike the **Net Satisfaction** plot that compares group-level responses to a neutral answer choice, this report compares groups to SMU as a whole.

Each number on this report is the number of respondents to each question. The **color** of the box around the number indicates if the Net score is substantially more positive or negative than SMU as a whole. This Net

score is the same as the one used for the Response Proportions report: it is a sum of proportions for the two positive answers, minus the sum of proportions for the two negative answers. A red box indicates a Net Score that is more negative than all of SMU, and a green box indicates a Net Score that is more positive. Darker shades of red or green correspond to Net Scores that are more extreme.

The number in each box is the total number of respondents. Box colors with higher numbers were calculated from responses from more faculty.

Only questions with responses on an ordered scale will appear. The color scheme and value legend, specified at the top of the page, help to explain the colors surrounding the values below. The colors are based upon the difference in the Net score for ALL SMU respondents and the score for the breakdown listed. This is best explained by an example provided below.

EXAMPLE

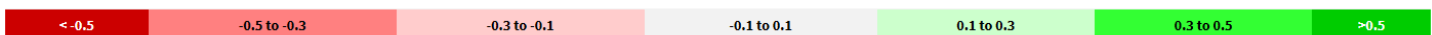
Please indicate your agreement or disagreement with the following statements:

Strongly disagree | *Somewhat disagree* | *Neither agree nor disagree* | *Somewhat agree* | *Strongly agree* |

variable	All	College								Tenured				Rank			Sex			Race					Hisp		
		Cx	D1	D2	D3	Lw	Ly	Md	Pk	Sm	Ten	UnT	NTT	Full	Asoc	Asst	Non	M	F	O	W	B	A	O	Y	N	NR
SMU offers good advancement opportunities for me.	355	31	78	39	46	13	36	53	11	43	184	44	127	105	82	48	120	174	141	40	255	10	28	58	23	283	49
I feel that criteria for promotion are fair and equitable for all.	355	31	78	39	47	13	34	54	11	43	185	44	126	106	82	48	119	174	140	41	254	10	28	59	23	282	50
SMU is a good place to work.	357	31	78	39	47	13	36	54	11	43	186	44	127	106	83	48	120	174	142	41	256	10	28	59	23	284	50
Overall, in daily life on campus, I feel comfortable at SMU.	357	31	78	39	47	13	36	54	11	43	186	44	127	106	83	48	120	174	142	41	256	10	28	59	23	284	50

Colors

The colors surrounding the numbers are based upon the difference in the Net score (Positive – Negative) between ALL SMU respondents to the question (variable) and the breakdown group and level listed in the columns at the top. (NOTE: the actual Value of the Net difference is NOT displayed here and is ONLY represented by the color). However, the score does appear on the Response Proportions tab for the Response By Question and Response By Group reports.



In the example above, NTT (Non-Tenure Track) faculty responses to the question “SMU offers good advancement opportunities for me” have a net score that is more than 50 percentage points more negative than the overall responses of all SMU faculty. In contrast, Tenured (Ten) and Tenure Track (UnT) faculty responses are between 10 and 30 percentage points more favorable about this same question than the overall SMU faculty response.

Numbers

The number in each colored box is the count of individual responses to that question for the specific breakdown level. In the example just provided above about advancement opportunities, 127 NTT faculty, 184 Ten and 44 UnT responded to the question.

The number of responses is provided to allow for more informative interpretation of the colors. When response sizes are small, fewer faculty respondents could have a disproportionate influence on the percent differences. For example, looking at the same question, both Law (Lw) and Perkins (Pk) are more positive than SMU as a whole, but the net score is sensitive to shifts among a small number of faculty. To help provide context to the differences across the red and green color scale, we provided the counts so that faculty could see if the differences might be influenced by smaller number of faculty respondents. In short, the larger the counts, in addition to brighter colors, is likely to indicate areas of more meaningful focus for potential deeper analysis and/or elicitation of follow-up information.