Middle Tennessee State University
Mission Review Survey Results

Number of "*Completed*" Surveys Vs Total Number "*Started*"
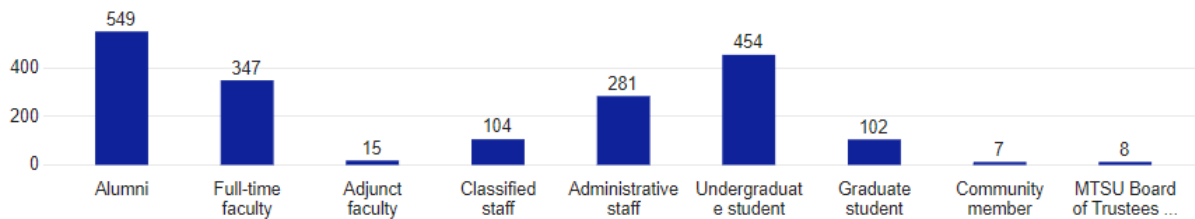
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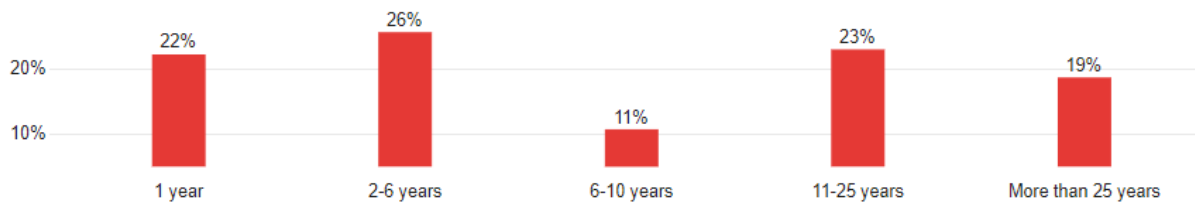0   2306

Time Completing Survey

7.4 Minutes (Avg)
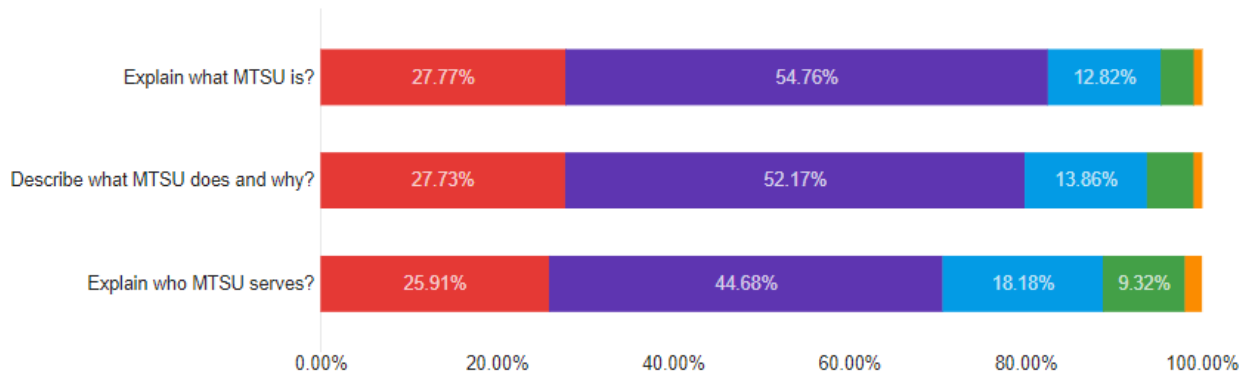
What is your primary role in relation to MTSU? (Check one)

Role	Count
Alumni	549
Full-time faculty	347
Adjunct faculty	15
Classified staff	104
Administrative staff	281
Undergraduate student	454
Graduate student	102
Community member	7
MTSU Board of Trustees ...	8

How long have you been involved with MTSU in that role? (Check one)

Duration	Percentage
1 year	22%
2-6 years	26%
6-10 years	11%
11-25 years	23%
More than 25 years	19%

Does the current MTSU mission statement:

Legend: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree

Question	Strongly Agree	Agree	Neutral	Disagree
Explain what MTSU is?	27.77%	54.76%	12.82%	
Describe what MTSU does and why?	27.73%	52.17%	13.86%	
Explain who MTSU serves?	25.91%	44.68%	18.18%	9.32%

Alumni

549
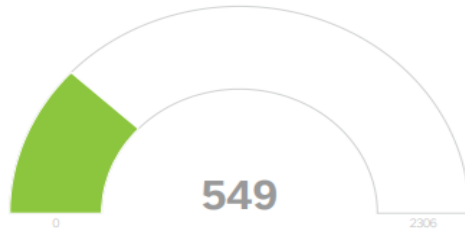
Time Completing Survey

7.4 Minutes vs. 6.1 Minutes

How long have you been involved with MTSU in that role?
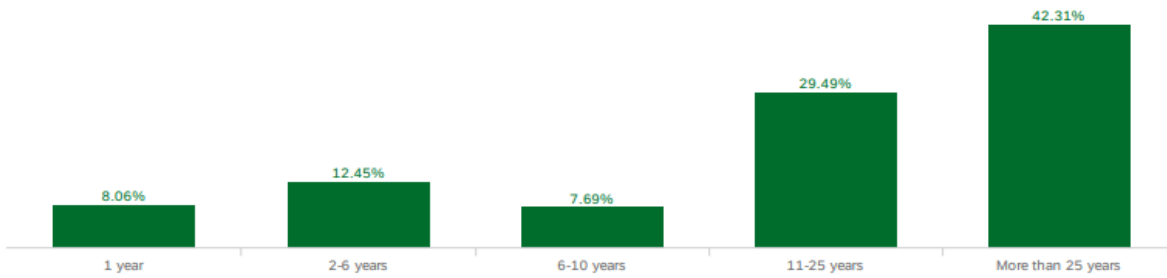
1 year	2-6 years	6-10 years	11-25 years	More than 25 years
8.06%	12.45%	7.69%	29.49%	42.31%

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	31.08	54.28	11.04	2.25	1.35
Describe what MTSU does and why?	29.66	52.64	12.64	3.91	1.15
Explain who MTSU serves?	27.97	47.55	16.32	6.76	1.40

Board of Trustees

8

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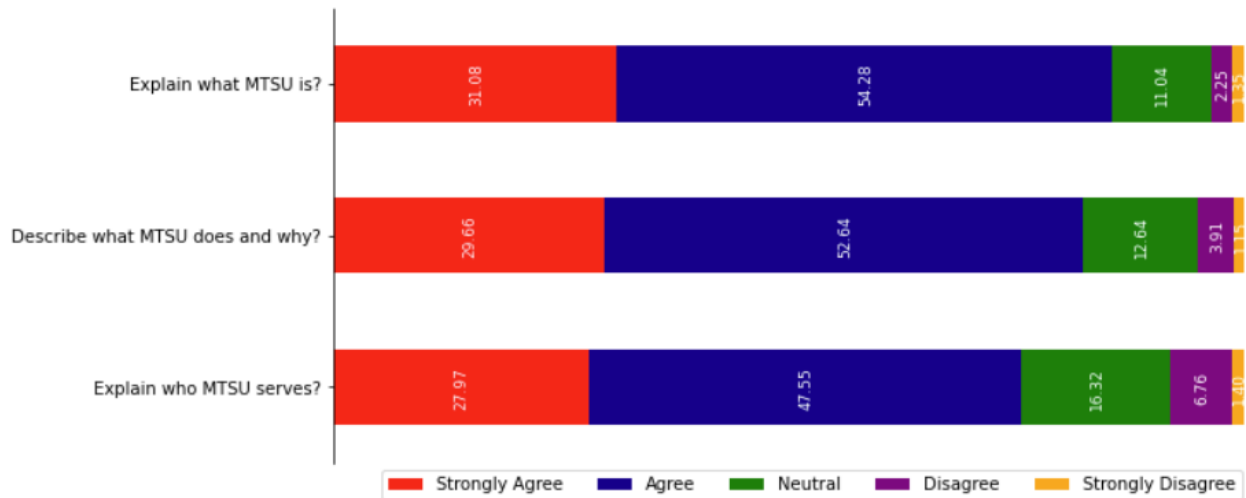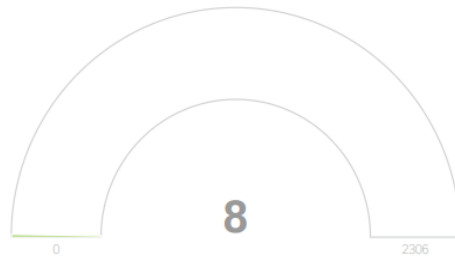
Time Completing Survey

7.4 Minutes vs. 7.2 Minutes

How long have you been involved with MTSU in that role?
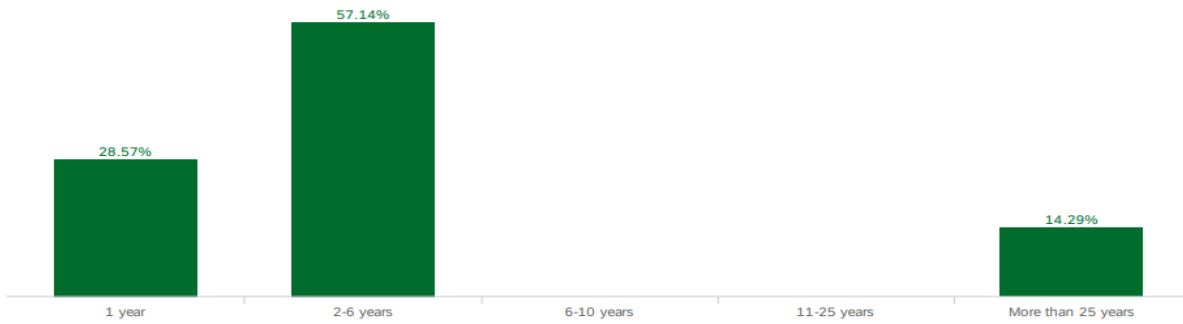
| 1 year | 2-6 years | 6-10 years | 11-25 years | More than 25 years |
| 28.57% | 57.14% | | | 14.29% |

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	28.57	71.43			
Describe what MTSU does and why?	28.57	57.14		14.29	
Explain who MTSU serves?	28.57	42.86		14.29	14.29

Full-time Faculty

347

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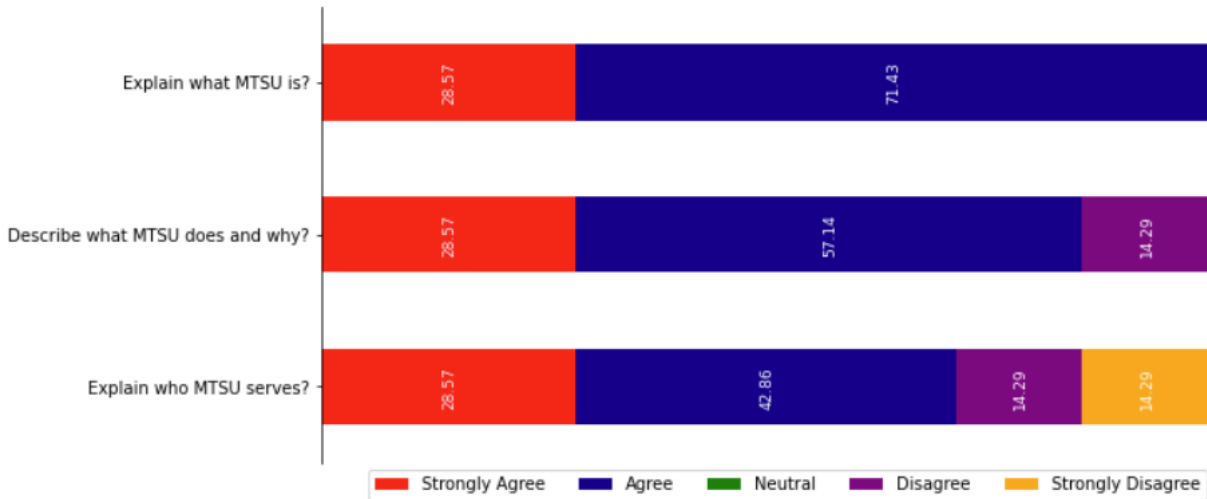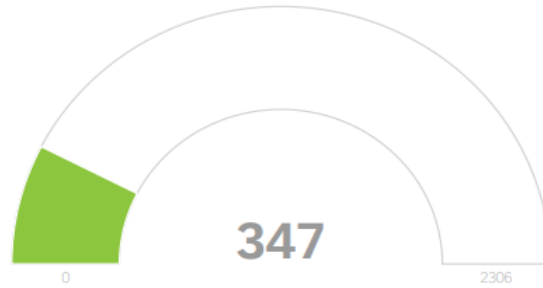
Time Completing Survey

7.4 Minutes vs. 9.1 Minutes

How long have you been involved with MTSU in that role?
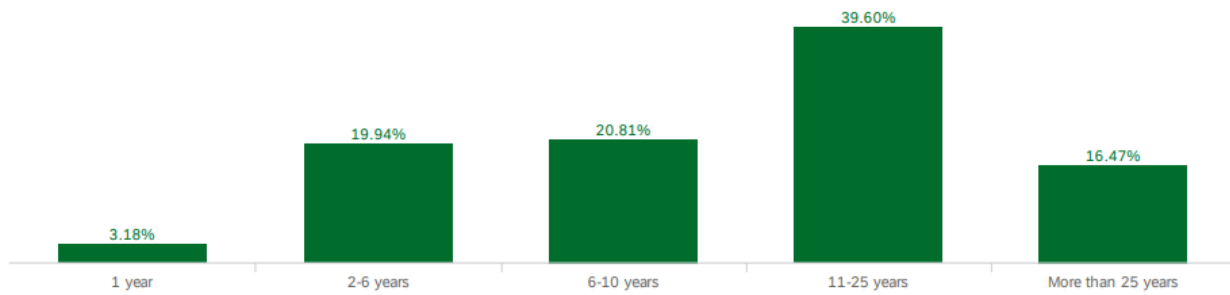
1 year	2-6 years	6-10 years	11-25 years	More than 25 years
3.18%	19.94%	20.81%	39.60%	16.47%

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	23.43	50.17	18.48	6.93	0.99
Describe what MTSU does and why?	24.75	44.88	18.81	10.23	1.32
Explain who MTSU serves?	20.86	31.46	24.83	18.54	4.30

Adjunct Staff

15

0   2306

How long have you been involved with MTSU in that role?

1 year	2-6 years	6-10 years	11-25 years	More than 25 years
13.33%	46.67%	33.33%	6.67%	

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	14.29	64.29	14.29	7.14	
Describe what MTSU does and why?	28.57	50.00	21.43		
Explain who MTSU serves?	14.29	28.57	21.43	35.71	

Administrative Staff

281
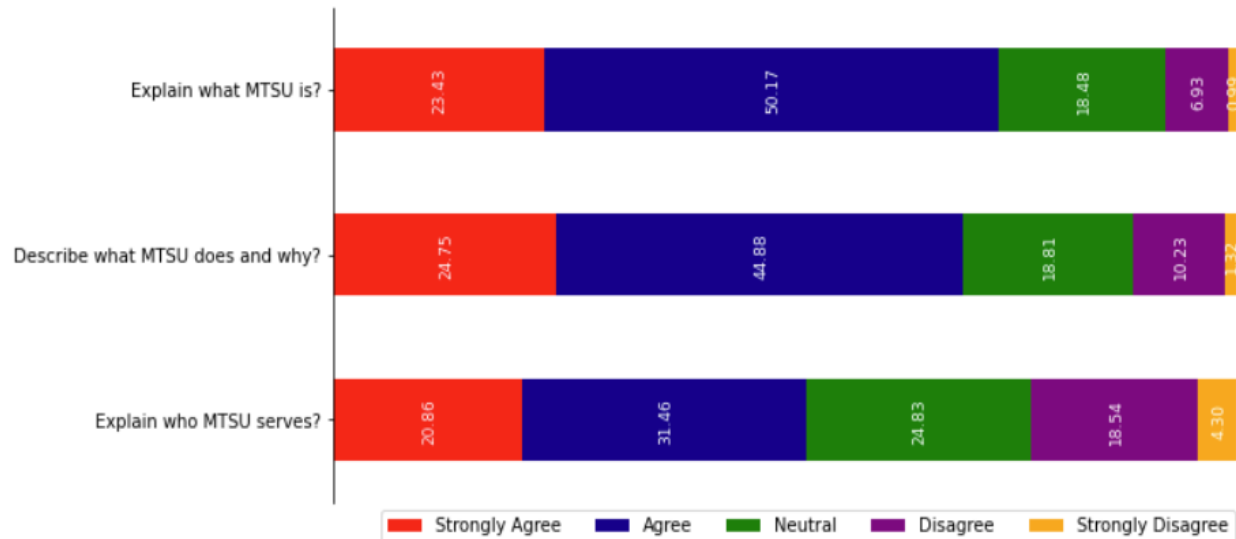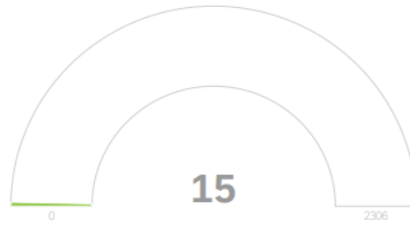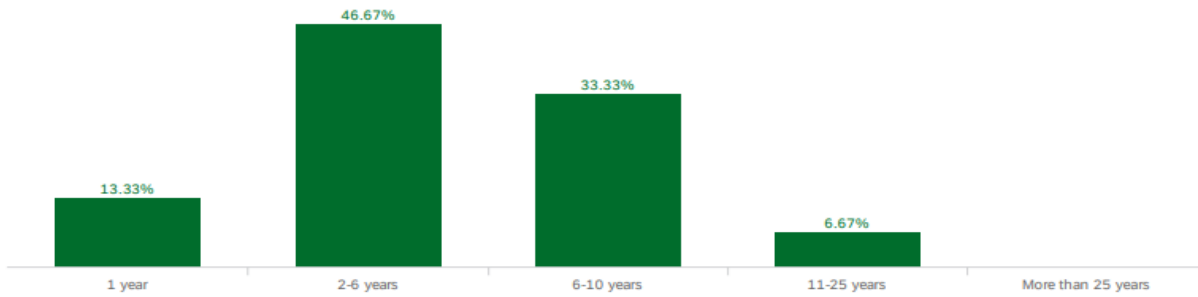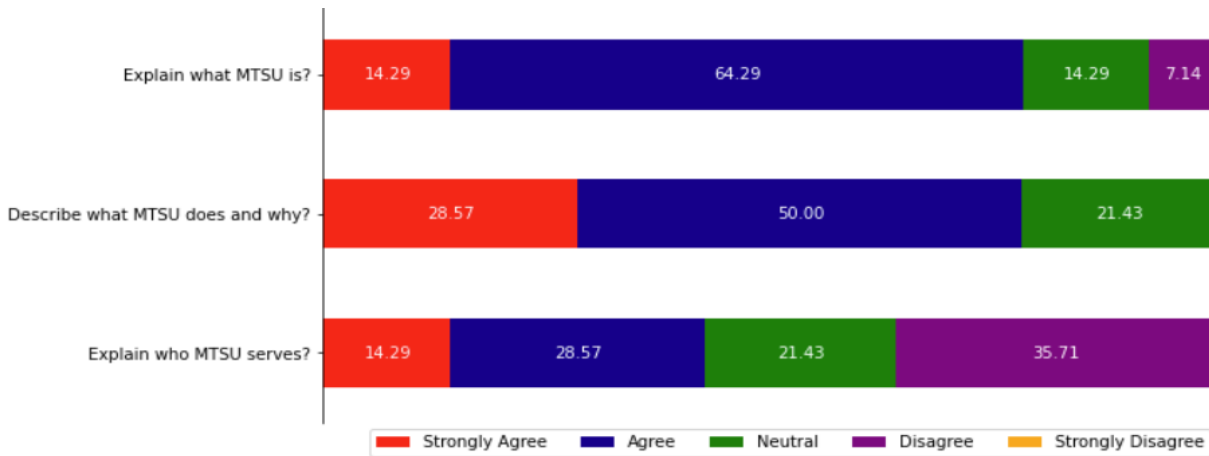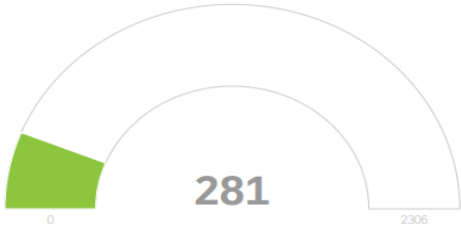
Time Completing Survey

7.4 Minutes vs. 12.7 Minutes

How long have you been involved with MTSU in that role?
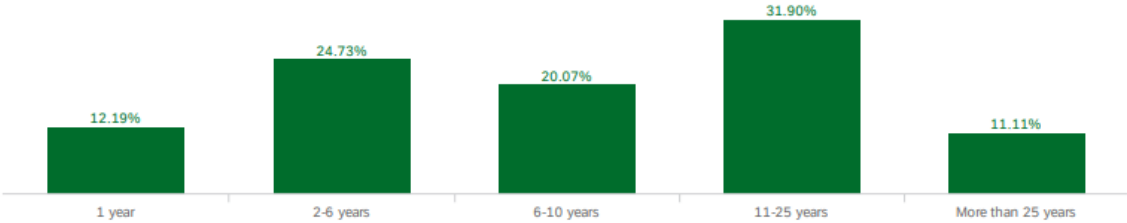
1 year	2-6 years	6-10 years	11-25 years	More than 25 years
12.19%	24.73%	20.07%	31.90%	11.11%

Does the current MTSU mission statement:

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	24.07	62.24	7.88	5.39	
Describe what MTSU does and why?	23.43	58.58	11.72	5.44	0.84
Explain who MTSU serves?	19.25	51.88	17.15	10.04	1.67

Classified Staff

104

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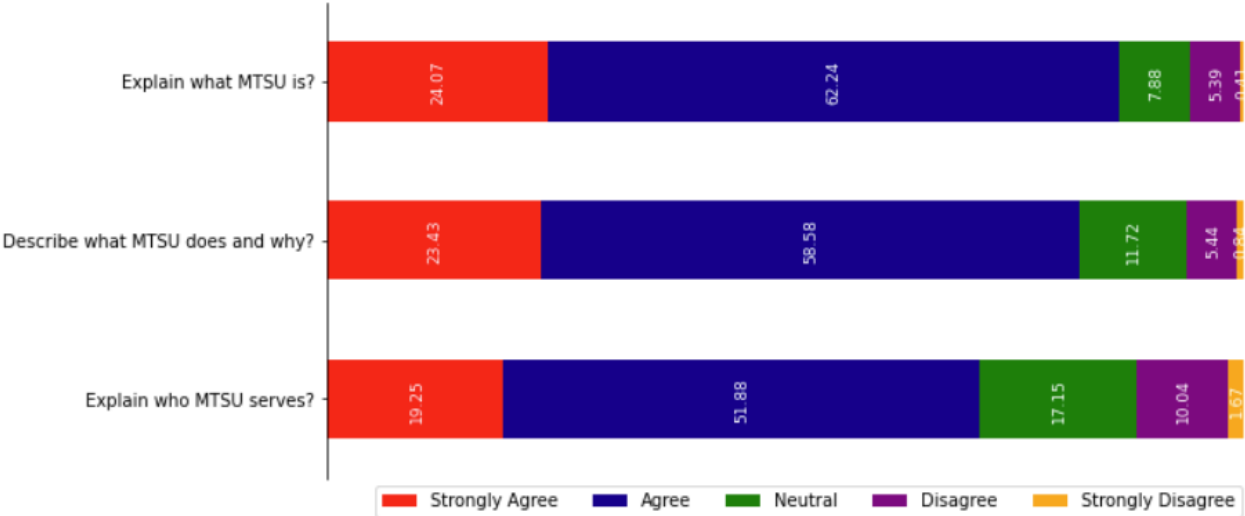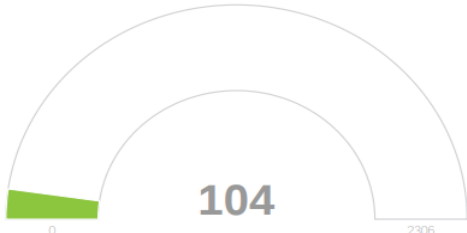
Time Completing Survey

7.4 Minutes vs. 7.5 Minutes

How long have you been involved with MTSU in that role?

1 year	2-6 years	6-10 years	11-25 years	More than 25 years
14.42%	26.92%	17.31%	32.69%	8.65%

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	17.20	62.37	15.05	5.38	
Describe what MTSU does and why?	18.48	59.78	15.22	6.52	
Explain who MTSU serves?	13.04	59.78	20.65	4.35	2.17
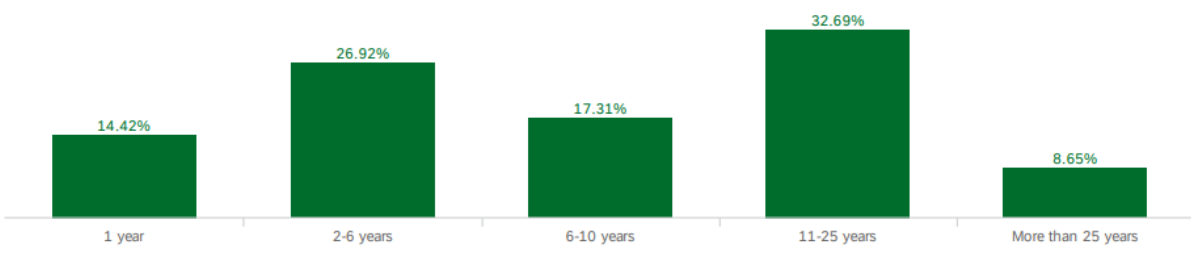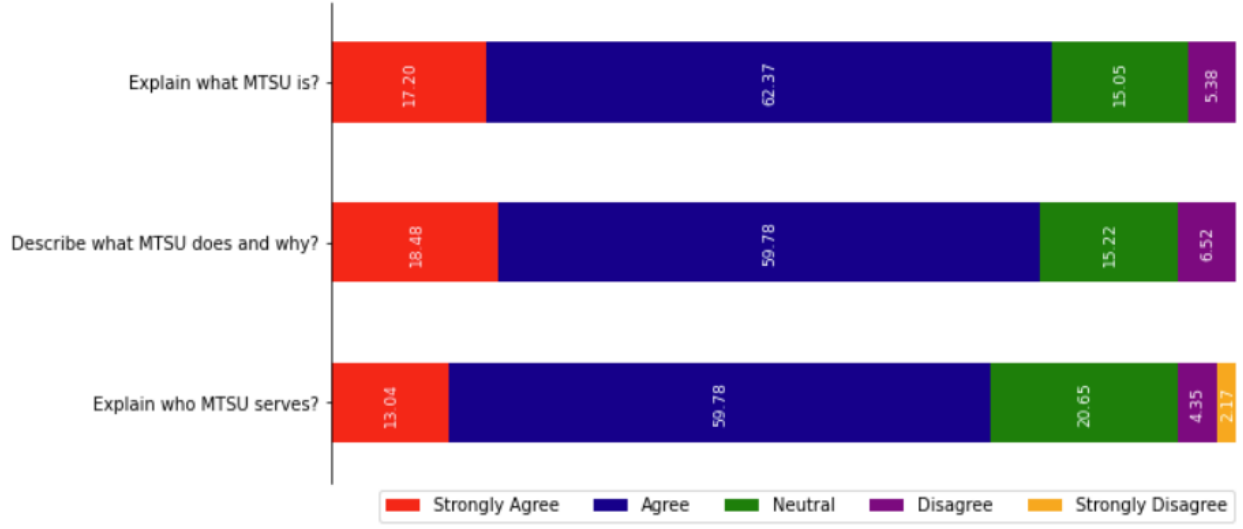
Undergraduate Students

Time Completing Survey

454

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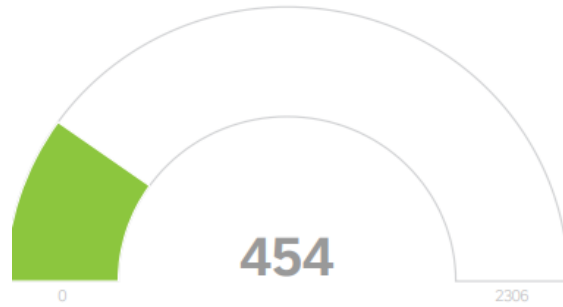
7.4 Minutes vs. 4.6 Minutes

How long have you been involved with MTSU in that role?

54.69%	42.41%	0.67%	1.34%	0.89%
1 year	2-6 years	6-10 years	11-25 years	More than 25 years

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain what MTSU is?	30.56	54.82	11.96	1.99	
Describe what MTSU does and why?	31.08	53.38	11.82	3.04	0.68
Explain who MTSU serves?	34.13	45.39	14.33	5.46	0.68

Strongly Agree Agree Neutral Disagree Strongly Disagree

Graduate Students

102

0   2306
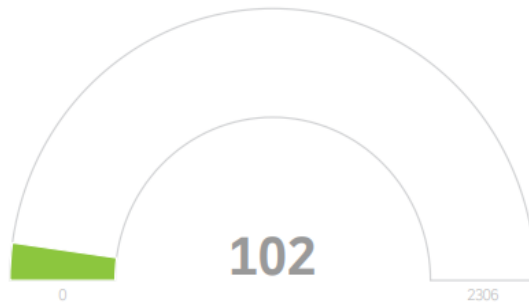
Time Completing Survey

7.4 Minutes vs. 8.5 Minutes

How long have you been involved with MTSU in that role?

1 year	2-6 years	6-10 years	11-25 years	More than 25 years
52.48%	40.59%	1.98%	2.97%	1.98%

Does the current MTSU mission statement:

	Strongly Agree	Agree	Neutral	Disagree
Explain what MTSU is?	39.29	50.00	9.52	1.19
Describe what MTSU does and why?	38.55	46.99	13.25	1.20
Explain who MTSU serves?	39.76	38.55	18.07	3.61

Legend: Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree
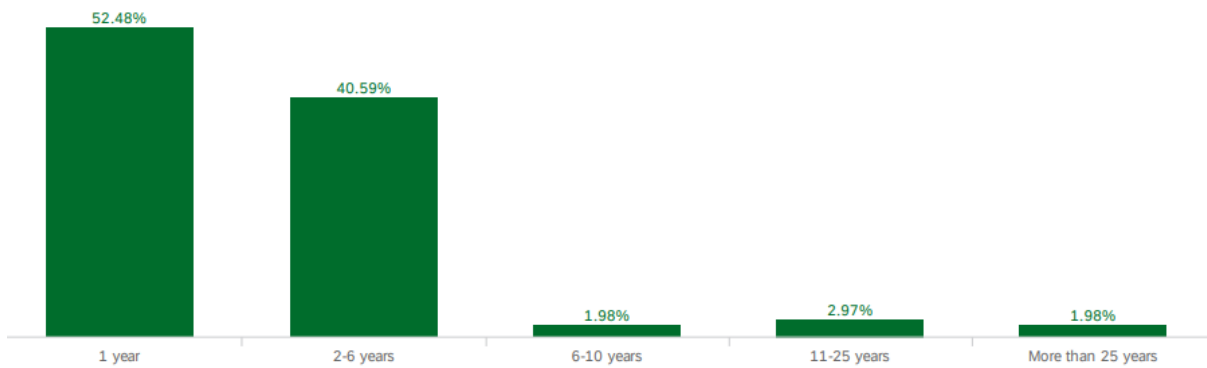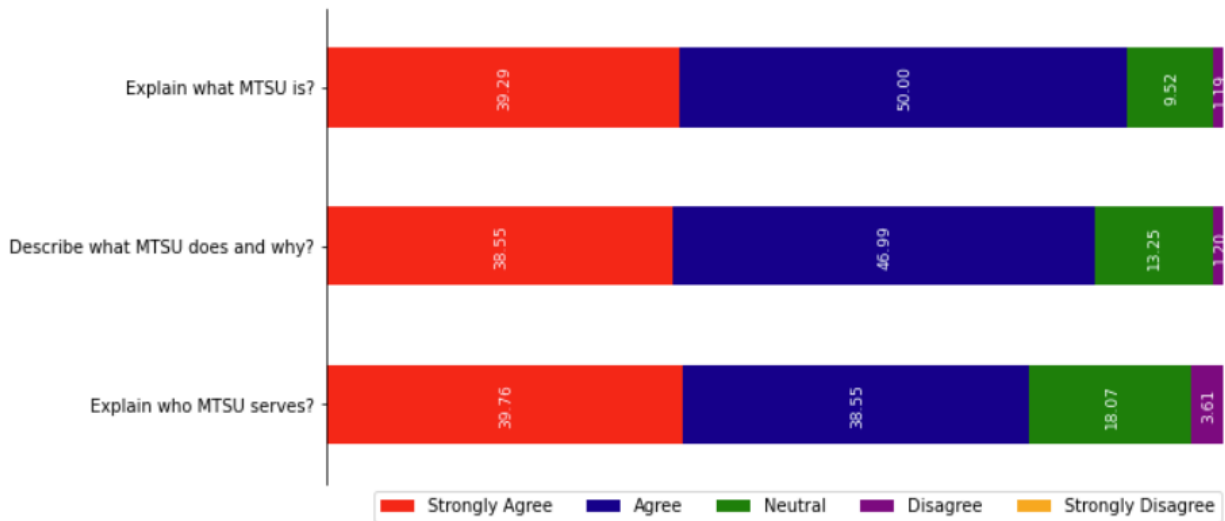
Community Member

Time Completing Survey

7.4 Minutes vs. 3.1 Minutes

7

0   2306

How long have you been involved with MTSU in that role?

1 year	2-6 years	6-10 years	11-25 years	More than 25 years
14.29%		14.29%	28.57%	42.86%

Does the current MTSU mission statement:

	Agree	Neutral	Disagree
Explain what MTSU is?	66.67		33.33
Describe what MTSU does and why?	33.33	33.33	33.33
Explain who MTSU serves?	33.33	33.33	33.33

Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree
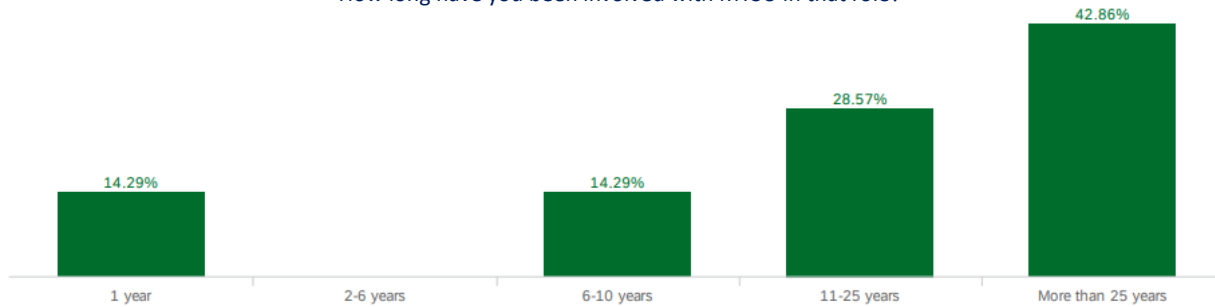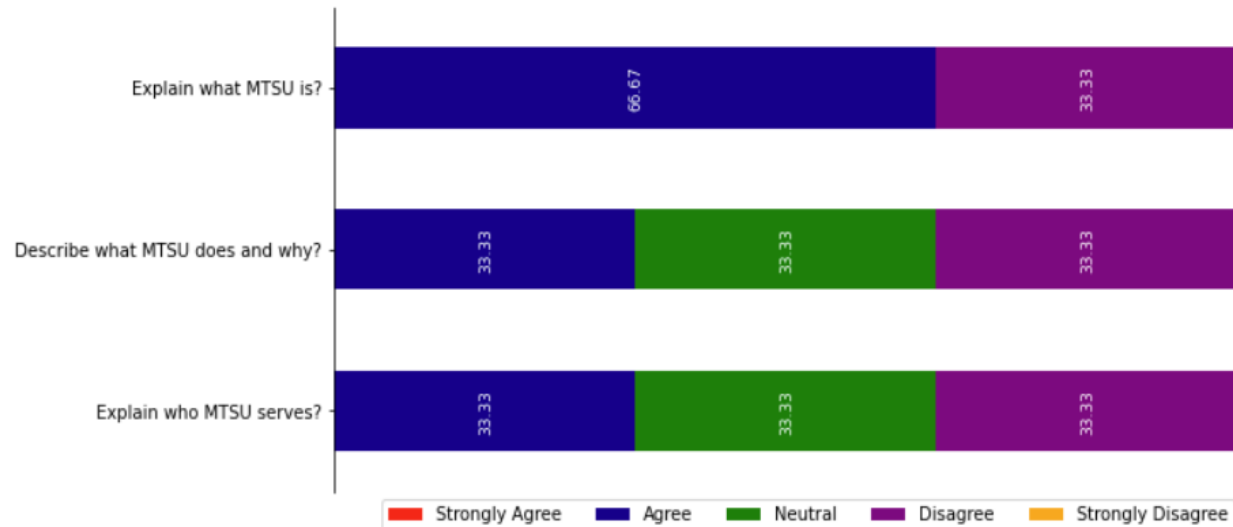
Figure 1. Disagree or Strongly Disagree: All Role-Type

Table 1. Top 20 Most Frequent Terms by Sections for All Role Types: Mission and Visions

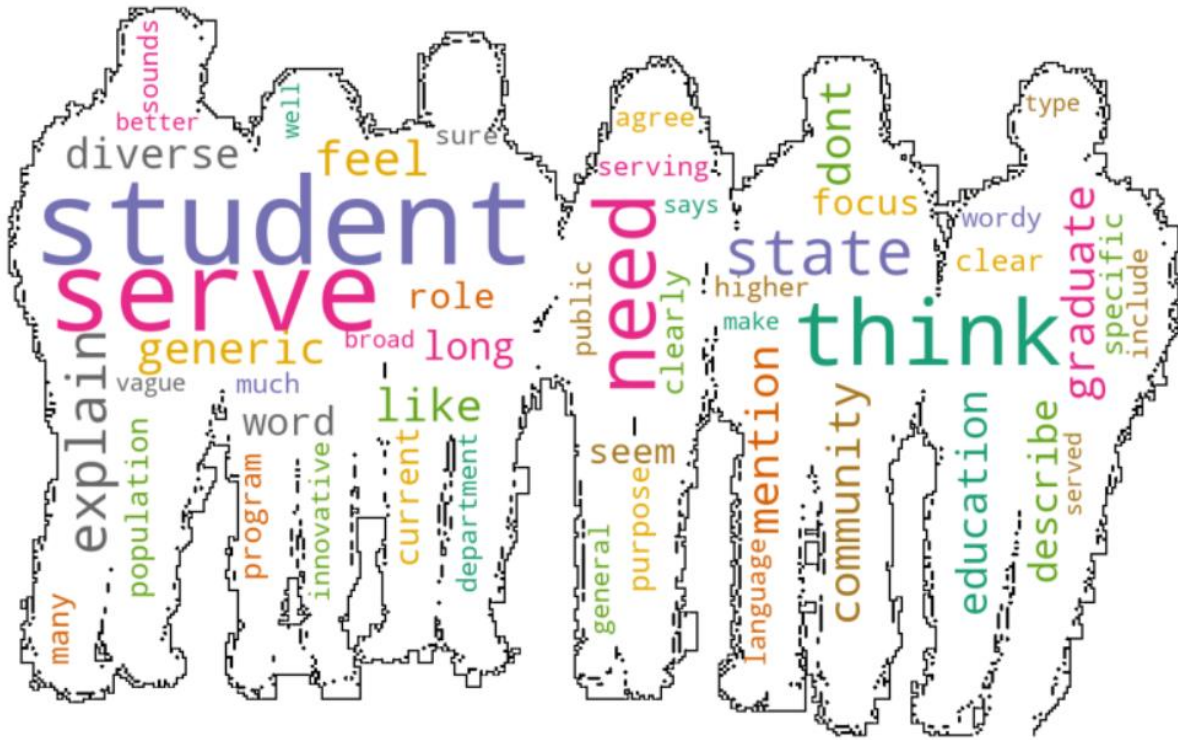| Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most important to you?		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	456	community	117	community	64	quality	458	community	48	global	19
innovative	426	students	73	students	24	education	362	students	45	community	19
excellence	413	service	40	excellence	21	community	351	education	33	excellence	18
promote	322	student	25	diversity	18	highest	313	global	31	citizens	16
thrive	317	education	25	inclusion	17	contribute	309	state	30	diversity	16
comprehensive	299	public	25	diverse	17	together	252	student	28	research	15
prepare	224	serve	23	student	15	thrive	246	communities	28	education	14
collaboratively	205	society	21	service	15	knowledge	237	vision	26	future	13
graduates	191	support	20	global	13	communities	236	experience	26	students	12
engagement	181	excellence	19	integrity	13	citizens	235	research	25	na	12
global	173	engagement	19	research	12	share	234	knowledge	21	innovation	11
knowledge	168	learning	19	na	12	preparing	232	quality	21	integrity	11
public	156	world	19	inclusive	11	scholars	231	diversity	21	quality	10
society	151	faculty	18	knowledge	11	work	212	create	20	knowledge	9
disseminate	143	programs	18	success	11	create	195	citizens	19	better	9
learning	138	integrity	18	prepare	11	experience	187	support	19	none	9
changing	132	graduates	17	education	10	engage	184	contribute	18	social	8
chosen	127	state	17	learning	9	student	174	thrive	17	diverse	8
teaching	127	nothing	17	equity	9	professionals	162	faculty	16	work	8
creative	120	leadership	17	none	9	state	51	scholars	16	support	8

Figure 2. Three words or phrases in the current mission statement are most important to you?

Figure 3. Missing from current mission statement

Figure 4. Three words you want to see in the revised MTSU mission statement
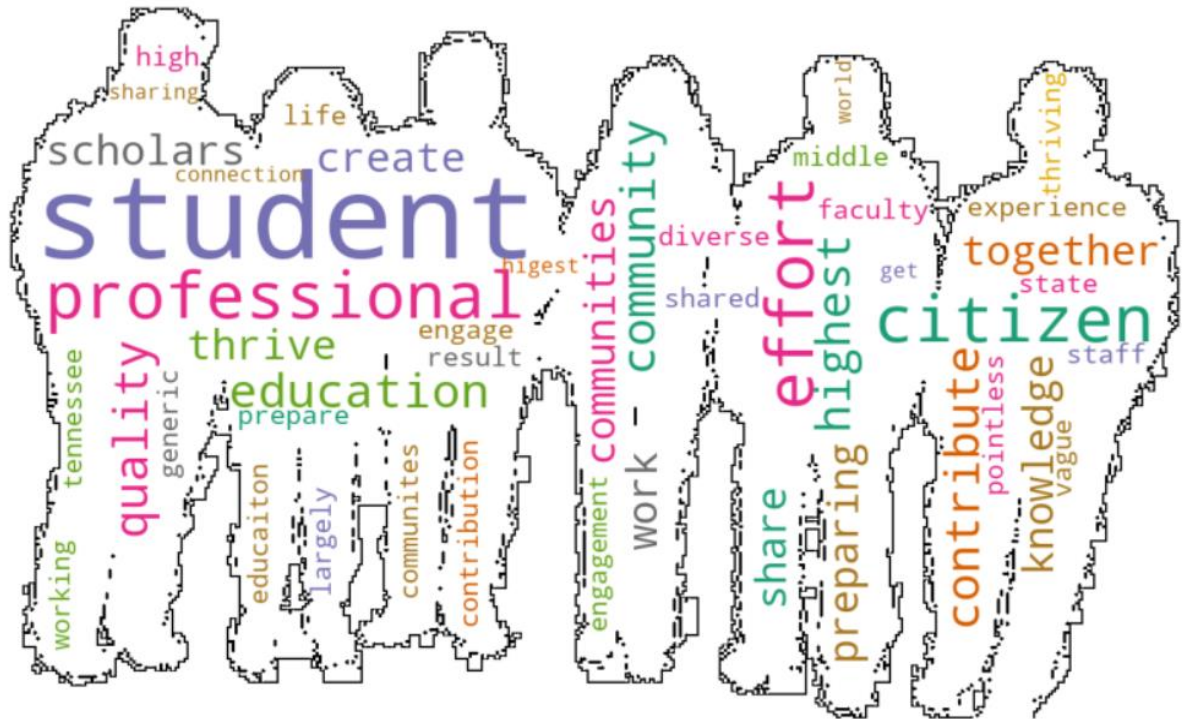

Figure 5. Three words or phrases in the current vision statement are most important to you
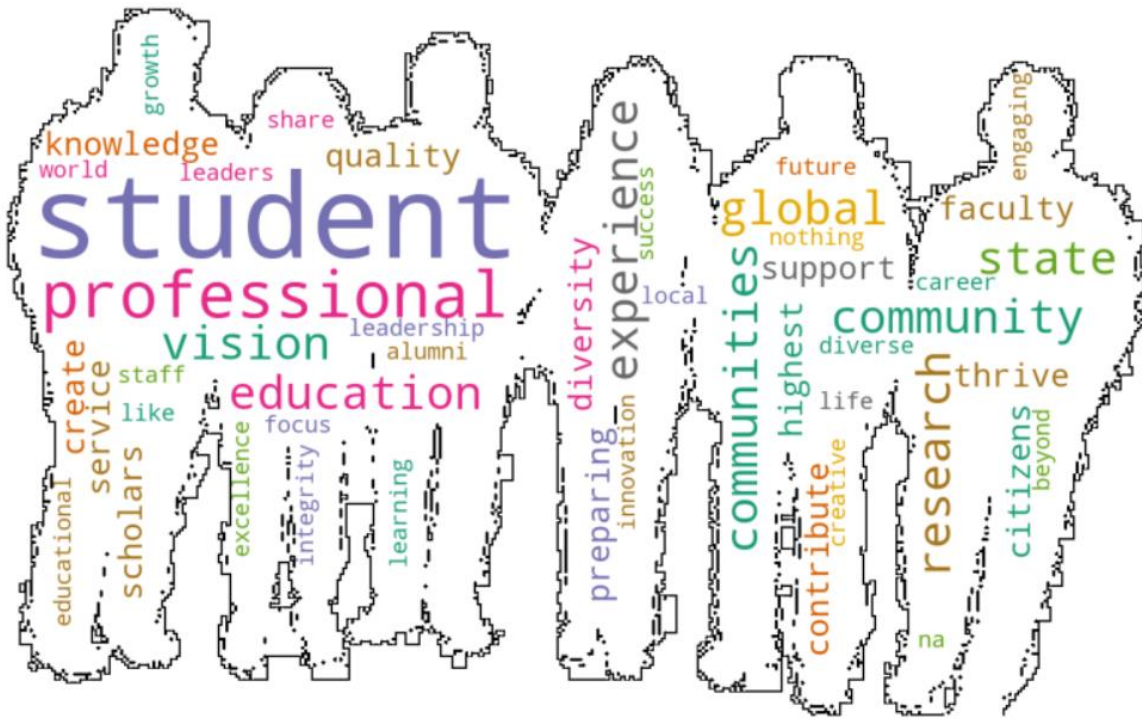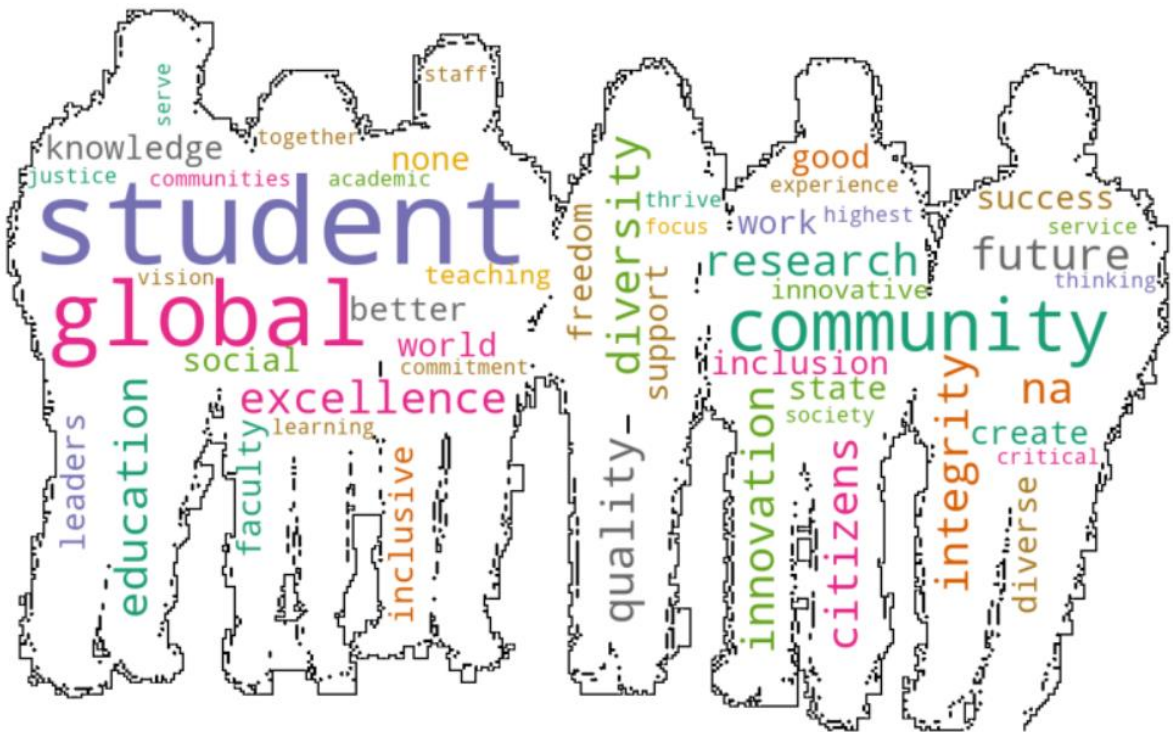
Figure 6. Missing from current vision statement

Figure 7. Three words you want to see in the revised MTSU vision statement

Overview

This analysis of the survey data offers a limited view of information, and hopefully it serves as an icebreaker to fine tune further research on this topic. This section briefly summarizes several takeaways to help guide the next steps in the committee's process.

- o *Explain who MTSU serves* is an area for improvement—nearly 30% of responses were neutral to strongly disagree.
- o The current mission statement does a better job of *explaining what MTSU is* and *what MTSU does and why*—between 17% - 20% of responses were neutral to strongly disagree.
- o UG students and alumni responded at the highest rate and accounted for 51.3% of all responses.
- o Overall, students accounted for 28.4% of all responses (UG and GR).
- o Faculty accounted for 18.5% of all responses.
- o Administrative and classified staff made up 19.7% of all responses.

Emerging Themes

An examination of term frequencies for the three sets of questions regarding the mission statement and vision statement points to the emergences of a few broad themes: community, students, diversity/inclusion, and excellence/quality. These themes require further exploration and defining since the terms can have different meanings across groups. The concept of community is an excellent example and may be conceptualized differently from the perspective of a student or alumni—*what core values bind it together*, and *who does it include or exclude*.

Descriptive Breakdown

Table 2 provides insight into the number of responses for each open-ended question on the Mission Review Survey. The counts represent the number of records with non-blank cells for each question. Most respondents provided feedback for questions related to what was most important to them for both the mission statement (n=993) and vision statement (n=820). In contrast, they were less likely to provide feedback on what they wanted to see in the revised statements: 351 and 302, respectively. Nevertheless, the response level was substantial enough to help drive the conversation at hand.

Table 2. Response Count by Survey Question

Survey Question	Respondents
Mission	
What three words or phrases in the current mission statement are most important to you? [M1]	993
What is missing from the current mission statement? [M2]	581
What three words would you want to see in a revised (or future) MTSU mission statement? [M3]	351
Vision	
What three words or phrases in the current vision statement are most important to you? [V1]	820
What is missing from the current vision statement? [V2]	429
What three words would you want to see in a revised (or future) MTSU vision statement? [V3]	302

Dissenting Viewpoints

Figure 1 through Figure 3 represent survey takers who responded either "strongly disagree" or "disagree' (SD/D) to the three scaled questions: "*Does the current MTSU Mission Statement…*". This group made up a small

portion of overall responders. The responses were further broken down by role-type, and responses without an identified role were excluded prior to calculating the distribution rate. For *Explain,* 70 out of the 1489 (4.7%) responses were SD/D. Of this group, Full-time faculty (34.3%) and Alumni (22.9%) were more likely to disagree. Similar sentiments emerged for *Describe* (92 out of 1471 responses, or 6.3%) and *Serve* (167 out of 1461 responses, or 11.4%).

Figure 1.

Explain	
Strongly Disagree/Disagree	**Percent**
Adjunct faculty	1.43%
Administrative staff	20.00%
Alumni	22.86%
Classified staff	7.14%
Community member	1.43%
Full-time faculty	34.29%
Graduate student	1.43%
Undergraduate student	11.43%

Figure 2.

Describe	
Strongly Disagree/Disagree	**Percent**
Administrative staff	16.30%
Alumni	23.91%
Classified staff	6.52%
Community member	1.09%
Full-time faculty	38.04%
Graduate student	1.09%
MTSU Board of Trustees member	1.09%
Undergraduate student	11.96%

Figure 3.

Serve	
Strongly Disagree/Disagree	**Percent**
Adjunct faculty	2.99%
Administrative staff	16.77%
Alumni	20.96%
Classified staff	3.59%
Community member	0.60%
Full-time faculty	41.32%
Graduate student	1.80%
MTSU Board of Trustees member	1.20%
Undergraduate student	10.78%

Term Frequency by Role-Type

This section provides the term frequency breakdown for each role-type. It provides a similar view to Table 1 where the distribution reflects an aggregated count. The count for each term is divided by the aggregate term count in Table 1 to get the percent by role-type. The following are a few takeaways.

Most Frequent Terms

➢ The term *diverse* appeared most frequently among Alumni(n=117, 25.7%), Full-time Faculty (n=103, 22.6%), Administrative Staff (n=92, 20.2%), and UG Student (n=73, 16.0%). **[M1]**
➢ *Innovative* was referenced most often among Alumni(n=135, 31.7%), Administrative Staff (n=85, 20.0%), Full-time Faculty (n=82, 19.2%), and UG student (n=54, 12.7%) **[M1]**
➢ Alumni mentioned *community* 34 times (29.1%): Full-time Faculty (n=30, 25.6%), Administrative Staff (n=20, 17.5%), UG Student (n=18, 15.4%)**[M2]**
➢ Full-time Faculty (n=23, 35.9%), Administrative Staff (n=13, 20.3%), and UG Student (n=11, 17.2%) listed *Community* most frequently for **[M3]**
➢ The term *quality* appeared most frequently among Alumni(n=134, 29.3%), Full-time Faculty (n=117, 25.5%), Administrative Staff (n=94, 20.5%), and UG Student (n=53, 11.6%). **[V1]**

Unique Terms
➢ Graduates had unique terms in **[M1]** that included *prepare, research, and persevere:* **[M2]** counts were less than three—it seems this group left a lot of blank rows.
➢ Graduates and Community Members were the only two groups not to mention *community* for **[M2]**

Alumni

Table 3. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	**Frequency**	**Words**	**Frequency**	**Words**	**Frequency**	**Words**	**Frequency**	**Words**	**Frequency**	**Words**	**Frequency**
innovative	135	community	34	community	10	quality	134	community	15	na	9
excellence	126	students	14	diverse	8	education	104	state	9	future	6
diverse	117	education	10	na	7	highest	91	students	9	excellence	4
promote	98	na	9	students	5	contribute	87	alumni	8	integrity	4
comprehensive	97	service	7	excellence	5	community	86	education	8	looks	3
thrive	92	learning	7	inclusion	4	together	76	communities	7	good	3
collaboratively	67	nothing	7	looks	3	thrive	72	nothing	7	development	3
prepare	67	diversity	6	good	3	share	71	vision	7	thinking	3
graduates	53	support	6	diversity	3	preparing	70	leadership	6	students	3
engagement	43	alumni	6	culture	3	knowledge	69	thrive	6	diversity	3
knowledge	41	future	6	prepare	3	work	67	diversity	6	social	3
public	39	world	6	support	3	citizens	61	na	6	none	3
disseminate	39	impact	5	safe	3	communities	59	contribute	5	create	2
global	36	serving	4	future	3	scholars	55	support	4	thrive	2
chosen	35	character	4	collaborative	3	create	55	leaders	4	culture	2
pride	34	promote	4	ethics	3	engage	53	professional	4	character	2
learning	32	success	4	none	3	professionals	48	preparing	4	value	2
society	32	campus	4	succeed	2	experience	41	professionals	4	nation	2
generate	30	involvement	4	intellectual	2	student	38	experience	4	community	2
preserve	30	professional	4	research	2	state	16	experiences	3	family	2

Board of Trustees

Table 4. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
thrive	4	community	2	service	3	quality	6	career	2	freedom	2
prepare	3	alumni	1	community	2	education	6	nationally	1	nationally	1
comprehensive	3	service	1	alumni	1	thrive	5	recognized	1	recognized	1
chosen	2	students	1	teaching	1	student	4	regionally	1	regionally	1
professions	2	faculty	1	research	1	highest	3	dominant	1	dominant	1
innovative	2	come	1	creative	1	experience	3	measurable	1	excellence	1
graduates	2	builds	1	activity	1	professionals	3	impact	1	execution	1
public	2	attitude	1	broadly	1	citizens	2	maintain	1	allegiance	1
engagement	2	supports	1	defined	1	preparing	1	excellence	1	academic	1
learning	2	lifelong	1	diverse	1	contribute	1	human	1	speech	1
generate	1	ability	1	innovative	1	communities	1	resources	1	preservation	1
preserve	1	integrity	1	excellence	1	prepare	1	counseling	1	finest	1
disseminate	1	purpose	1			share	1	placement	1	traditions	1
knowledge	1	enrich	1			knowledge	1	create	1	higher	1
collaboratively	1	diversity	1			experince	1	growth	1	education	1
promote	1	empower	1			proffessionals	1	success	1	assist	1
diverse	1	growth	1			community	1	new	1	career	1
excellence	1	collaborative	1			scholars	1	programs	1	placement	1
teaching	1	partnerships	1					continue	1	collaborative	1
research	1	preparation	1					engagement	1	affordable	1

Full-time Faculty

Table 5. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	103	community	30	community	23	quality	117	students	19	research	11
innovative	82	students	24	diversity	8	community	94	community	19	global	10
excellence	77	service	15	excellence	8	education	83	research	18	excellence	8
comprehensive	62	serve	12	global	8	contribute	69	global	15	quality	7
thrive	62	state	10	research	7	highest	68	education	13	community	7
promote	56	research	10	knowledge	7	scholars	65	quality	11	citizens	6
global	53	public	10	equity	7	citizens	64	student	11	diverse	5
engagement	47	society	9	service	7	communities	60	vision	10	innovation	5
society	44	support	9	inclusion	6	preparing	56	state	9	teaching	5
teaching	43	faculty	9	integrity	6	thrive	51	experience	9	education	5
prepare	43	excellence	8	students	6	knowledge	49	communities	9	state	5
knowledge	41	serving	8	inclusive	4	share	45	service	8	society	5
public	40	anything	7	engagement	4	together	42	support	6	think	4
collaboratively	39	education	7	student	4	create	41	faculty	6	service	4
disseminate	38	learning	6	regional	4	engage	41	citizens	6	national	4
graduates	37	role	6	success	4	experience	37	create	6	middle	4
learning	36	engagement	6	education	4	work	35	innovation	5	tennessee	4
changing	33	innovative	6	serve	4	student	34	excellence	5	students	4
research	31	world	6	equitable	3	professionals	34	teaching	5	leadership	4
chosen	27	tennessee	5	learning	3	state	10	highest	5	work	4

Table 6. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
innovative	8	community	4	redundant	3	community	8	present	1	redundant	3
excellence	6	evolving	2	local	1	scholars	7	tense	1	present	1
promote	5	students	2	outofstate	1	preparing	4	traits	1	tense	1
diverse	4	leadership	2	international	1	citizens	4	like	1	innovative	1
global	4	neurodiverse	1	commitment	1	engage	3	pride	1	affordable	1
society	4	competitive	1	investment	1	thrive	3	confidence	1		
collaboratively	3	programs	1	matriculation	1	professionals	3	creativity	1		
public	3	varied	1	day	1	create	3	affordable	1		
engagement	3	backgrounds	1			share	3	goal	1		
changing	3	local	1			knowledge	3	efforts	1		
teaching	3	state	1			together	3	result	1		
learning	3	international	1			contribute	2	previously	1		
comprehensive	2	real	1			highest	2	asked	1		
graduates	2	world	1			quality	2	aim	1		
thrive	2	citizenship	1			education	2	higher	1		
knowledge	2	techniques	1			work	2	highest	1		
preserve	1	skills	1			student	1	quality	1		
prepare	1	technology	1			experience	1	education	1		
disseminate	1	needs	1			state	1	student	1		
creative	1	manypeopled	1			research	1	experience	1		

Table 7. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	92	community	20	community	13	quality	94	knowledge	8	global	7
innovative	85	students	14	inclusion	5	education	80	student	8	diversity	6
excellence	85	student	10	prepare	5	community	76	experience	8	citizens	5
thrive	71	service	9	students	4	contribute	72	communities	8	innovation	4
promote	71	serve	8	student	4	highest	71	students	7	serve	3
comprehensive	63	society	8	excellence	4	together	63	create	7	work	3
prepare	61	graduates	7	engage	4	experience	59	state	7	faculty	3
graduates	54	global	7	diversity	4	work	56	quality	7	staff	3
collaboratively	40	public	7	service	3	communities	56	education	7	students	3
global	36	impact	6	education	3	student	55	share	6	community	3
engagement	35	leadership	6	collaboration	3	citizens	53	highest	6	diverse	3
society	32	engagement	6	communities	3	preparing	51	faculty	5	learning	3
pride	31	good	5	na	3	scholars	50	global	5	vision	3
chosen	30	faculty	5	inclusive	3	share	50	inclusion	5	na	3
changing	30	local	5	inclusivity	2	thrive	49	world	5	justice	2
professions	28	academic	5	revised	2	knowledge	47	diversity	5	revised	2
public	28	inclusive	5	reflect	2	create	41	diverse	4	reflect	2
knowledge	24	inclusion	4	provide	2	engage	32	staff	4	field	2
learning	24	chosen	4	success	2	professionals	30	community	4	excellence	2
teaching	22	professions	4	leadership	2	state	11	citizens	4	education	2

Classified Staff

Table 8. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	26	community	8	community	4	quality	25	citizens	4	none	3
promote	24	students	3	none	3	education	24	experience	3	experience	2
excellence	24	none	3	experience	2	together	24	us	3	freedom	2
thrive	24	involvement	2	growth	2	highest	22	knowledge	3	commitment	2
comprehensive	23	viewpoints	2	working	2	community	21	none	3	creativityexploration	1
innovative	22	main	2	creativity	1	work	19	global	2	real	1
prepare	18	graduates	2	real	1	contribute	19	different	2	world	1
graduates	13	student	2	world	1	thrive	17	empower	2	hands	1
knowledge	11	public	2	hands	1	engage	15	student	2	allows	1
collaboratively	11	us	2	allows	1	citizens	15	community	2	maturity	1
disseminate	9	different	2	maturity	1	preparing	14	scholars	2	growth	1
chosen	9	programs	2	provide	1	student	13	preparing	2	cooperate	1
professions	9	others	2	variety	1	experience	13	thrive	2	ongoing	1
learning	8	one	2	thoughts	1	share	11	professionals	2	international	1
pride	7	facultys	2	opinions	1	scholars	11	theyre	2	collaborative	1
changing	7	even	2	without	1	communities	10	teach	2	better	1
global	7	passion	2	bias	1	create	9	creativity	1	description	1
society	7	work	2	manner	1	professionals	8	real	1	describe	1
teaching	7	area	2	encourage	1	knowledge	8	world	1	add	1
creative	7	lot	2	self	1	prepare	3	hands	1	timeframe	1

Table 9. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in the revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	73	community	18	community	11	quality	53	global	5	community	4
excellence	56	students	12	student	5	highest	40	community	5	world	4
innovative	54	integrity	6	pride	3	knowledge	39	students	4	diversity	3
thrive	46	nothing	4	integrity	3	education	39	create	3	integrity	3
promote	42	local	4	global	3	community	36	scholars	3	knowledge	3
knowledge	37	student	4	students	3	contribute	35	knowledge	3	education	3
engagement	30	growing	3	growth	3	communities	35	preparing	3	passion	2
collaboratively	27	diversity	3	diverse	3	share	34	make	3	unity	2
comprehensive	27	knowledge	3	respect	3	thrive	31	vision	3	around	2
public	25	focus	3	equity	2	create	29	hard	3	cultural	2
disseminate	24	teaching	3	diversity	2	together	27	diversity	2	better	2
creative	23	life	3	success	2	professionals	25	career	2	creative	2
global	21	achieve	3	wisdom	2	scholars	25	life	2	respect	2
graduates	19	success	3	citizens	2	citizens	24	growth	2	by...	2
learning	19	involvement	3	society	2	engage	22	integrity	2	top	2
society	19	excellence	3	public	2	experience	22	diverse	2	support	2
changing	18	programs	3	na	2	work	21	share	2	means	2
preserve	17	values	3	promoting	2	preparing	21	cultural	2	variety	1
prepare	17	social	2	by...	2	student	21	citizens	2	adductive	1
chosen	17	passion	2	excellence	2	state	7	thrive	2	godhonoring	1

Graduate Student

Table 10. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
diverse	32	society	2	students	3	community	20	students	4	citizens	2
innovative	30	quality	2	levels	2	quality	20	diversity	3	strive	2
excellence	21	attainable	2	dynamic	2	contribute	19	faculty	3	education	2
comprehensive	17	opportunities	2	takes	2	education	17	found	2	resilient	2
promote	14	inclusive	2	care	2	knowledge	15	contribute	2	emotionally	1
engagement	12	serves	2	skills	2	share	13	community	2	intelligent	1
collaboratively	12	social	2	learning	2	engage	13	scholars	2	create	1
global	12	service	2	liberty	1	scholars	12	support	2	philosophy	1
disseminate	11	make	2	dedicated	1	communities	12	opportunities	2	nurture	1
changing	11	direction	1	education	1	highest	12	state	2	knowledge	1
knowledge	10	innovative	1	healthy	1	create	11	staff	2	happiness	1
public	10	plans	1	believe	1	thrive	11	work	2	greatness	1
society	10	change	1	want	1	together	10	together	2	continue	1
teaching	9	maybe	1	succeed	1	work	8	isn't	1	building	1
learning	9	high	1	contributors	1	experience	8	dream	1	historical	1
prepare	9	faculty	1	learners	1	professionals	8	experiences	1	foundations	1
research	8	rigorous	1	strive	1	preparing	7	around	1	academic	1
preserve	7	safe	1	excellence	1	citizens	6	world	1	excellence	1
creative	7	place	1	academic	1	student	6	innovating	1	honors	1
thrive	7	delve	1	achievement	1	state	3	technology	1	faculty	1

Table 11. Top 20 Most Frequent Terms by Sections: Mission and Visions

Thinking about what MTSU is, what three words or phrases in the current mission statement are most important to you?		What is missing from the current mission statement?		What three words would you want to see in a revised (or future) MTSU mission statement?		Thinking about what MTSU should become, what three words or phrases in the current vision statement are most		What is missing from the current vision statement?		What three words would you want to see in a revised (or future) MTSU vision statement?	
Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency	Words	Frequency
comprehensive	1	state	1	benefit	1	work	1	support	2	innovation	1
prepare	1	created	1	states	1	together	1	innovation	1	excellence	1
graduates	1	benefit	1	citizens	1	preparing	1	excellence	1		
thrive	1	states	1	communities	1	citizens	1				
collaboratively	1	citizens	1	help	1	thrive	1				
promote	1	getting	1	students	1	engage	1				
excellence	1	students	1	find	1	contribute	1				
		right	1	best	1	communities	1				
		programs	1	fit	1						
				longterm	1						
				success	1						