

UNCG Faculty Satisfaction Survey

Conducted by the Faculty
Professional Development and
Welfare Committee

Committee Members

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Survey creation & administration

Sample database compilation

Data management & analysis

Purpose

To investigate the impact of UNCG's transition to a more research-intensive focus on faculty satisfaction

To increase understanding of the current state of UNCG faculty satisfaction

To provide an assessment of university workplace strengths and identify areas of concern to be addressed to achieve success with the transitioning culture of the university environment

Faculty Satisfaction Survey

- Online survey, 25 Likert scale questions with multiple subquestions and 3 open-ended questions.
- 4-point Likert scale: Very satisfied, somewhat satisfied, somewhat unsatisfied, very unsatisfied
- Administered March 2007
- Population: 809 full-time faculty
- Sample: $n = 318$
- Response rate 39.3%
- 95% confidence interval $\pm 4.29\%$

Faculty Satisfaction Survey

- Section A -- Professional Information
- Section B -- Faculty Support
- Section C -- Nature of Your Work
- Section D -- Faculty Development
- Section E -- Promotion and Tenure
- Section F -- Global Satisfaction

Sample Demographics

Female 54%

Male 46%

White 87%

African American 5%

Asian/Pacific Islander 5%

Hispanic 3%

American Indian/
Alaskan Native <0.5%

Professor 22%

Associate 30%

Assistant 34%

Instructor/Lecturer 14%

Tenured 49%

Tenure Track 30%

Non-Tenure Track 21%

Minority Faculty Representation

	n	Sample	Population
African American	17	5%	38%
Asian/ Pacific Islander	15	5%	38%
Hispanic	8	3%	36%
American Indian/ Alaskan Native	1	<0.5%	50%

Data Analyses

- Frequency statistics
 - Reporting combined very satisfied and somewhat satisfied percentages

- Cross-tabulation analyses

Sex	Tenure	School
Race	Rank	Department

Overall Satisfaction with

- UNCG as a place to work – 85%
- Your department as a place to work – 81%
- But.....
- Balance among teaching, research/creative activities, and service responsibilities – 57%

Dream versus Reality

Percent of professional time you currently spend on versus time you would prefer to spend on: teaching, research/creative activities, service, and other.

All responses had to sum to 100%

We examined the difference between actual and desired for statistical significance.

Dream versus Reality

	Teaching	Research/ Creative Activities	Service	Other
Actual % time	50 n 272	25 n 257	17 n 262	26 n 127
Desired % time	45 n 274	38 n 260	14 n 258	20 n 103

All values are average scores

Dream versus Reality

Change scores indicated that faculty desire:

Less time devoted to teaching ($p < .0001$)

More time devoted to research ($p < .0001$)

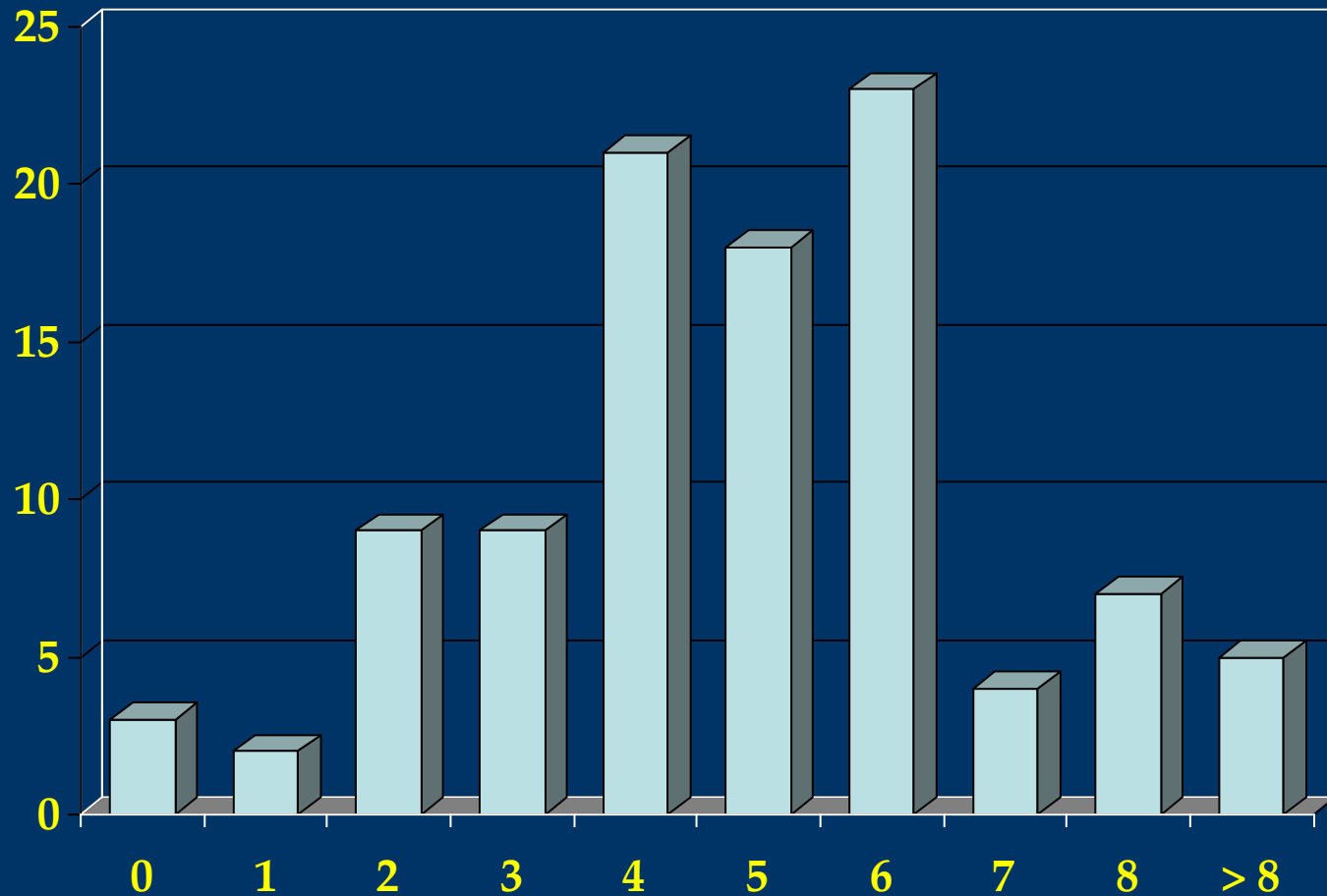
Less time devoted to service ($p < .0001$)

Less time devoted to other activities ($p < .0001$)

Faculty indicated a desire to spend more time conducting research, supporting the transition to a more research intensive focus. However, finding time is an ongoing challenge.

Teaching Results

Number of Courses Taught per Year



Teaching Results

- Most satisfied – *“What & How”*
 - Discretion with course content - 94%
 - Level of courses taught - 90%
 - Degree of influence on courses you teach - 87%
 - Teaching schedule - 86%
 - Teaching assignment - 83%

Teaching Results

- Least satisfied – *“Support & Workload”*
 - Support received for teaching assistants - 50%
 - Support received for teaching grants - 50%
 - Teaching evaluation process - 52%
 - Mentoring quality (52%) and support - 54%
 - Quality of undergraduate students - 57%
 - Teaching load - 63%
 - Tenured 65% **Tenure Track 48%** Non-tenure Track 80%

Research Results

- Most satisfied – “*What*”
 - Influence over research - 91%
 - No other aspects of research obtained a rating of more than 58% satisfaction.

Research Results

- Moderately satisfied – “*Support*”
 - Support received for increasing research skill 58%
 - Support received for increasing research skill in collaborative work - 58%
 - Support received for research grants - 54%
 - Support for securing research funding - 51%
 - Support received for research assistants - 50%

Research Results

- Least satisfied – *“Time & Money”*
 - Amount of time to conduct research - 29%
 - Support for research leave - 38%
 - Amount of research funding expected to obtain - 47%

Service Results

Average number of committees
(serve as member)

- 1.8 department committees
- 1.2 school committees
- 1 university committees
- 1.2 professional committees

Service Results

Advisement

- Undergraduate Graduate
 11-20 advisees (16%) 1-10 advisees (27%)
 21-30 advisees (19%) 11-20 advisees (8%)
- Thesis committees (average)
 1.3 member 0.8 chair
- Dissertation committees
 1.7 member 0.7 chair

Service Satisfaction Results

- Service obligation outside the university - 88%
- Number of committees on which you serve - 69%
- Amount of work for committee service (outside of meetings) - 63%
- Amount of time spent in committee meetings
58%

Promotion, Tenure, & Reappointment Satisfaction Results

- Faculty reappointment - 75%
- Fairness of annual review process - 72%
- Post-tenure review process - 72%
- Clarity of tenure expectations & Fairness of tenure process ranged from 61-71%

Quality of Work

- Most satisfied
 - Computer resources:
 - hardware - 85%; software - 81%
 - Academic freedom - 82%
 - Office space - 79%
 - Ability to influence curriculum development - 76%
 - Administration at:
 - university level - 76%
 - department level - 72%
 - college/school - 71%

Quality of Work

- Most satisfied
 - Labs - 71%; classrooms - 66%
 - New faculty appointment process - 71%
administrative appointment process - 68%
 - Opportunities to collaborate with colleagues
70%
 - Clerical support - 69%

Quality of Work

- Least satisfied
 - Ability to influence resource allocation - 45%
 - Ability to influence policy development - 53%
 - Support for travel - 56%
 - Allocation of resources across departments
57%
 - Support for international activities - 61%

Quality of Life

- Most satisfied – *“Relationships & Retirement”*
 - Collegiality at UNCG - 81%
 - school or college - 79%
 - department - 75%
 - Respect for diversity - 80%
 - White - 84%
 - Hispanic - 75%
 - African American - 50%**
 - Asian/Pacific Islander - 50%**
 - Retirement programs - 77%

Quality of Life

- Least satisfied – *“Benefits & Salary”*
 - Child care - 21%
 - Spousal benefits - 31%
 - Family benefits - 35%
 - Spousal/partner hiring program - 37%
 - Balance between professional time and personal or family time - 46%

Quality of Life

- Least satisfied – *“Benefits & Salary”*
 - Health benefits - 48%
 - Equity adjustment in salary - 48%
 - Family leave - 51%
 - Salary - 56%; salary raises - 51%

Retention & Recruitment

- How likely are you to choose to continue as a member of the UNCG faculty – 86%
- How likely are you to recommend that a friend accepts a faculty position at UNCG – 79%

Open-ended questions

- The best aspects of working at UNCG.
- The worst aspects of working at UNCG.
- What is the most important change UNCG could make to improve your satisfaction as a faculty member?

Summary Conclusions

Priority areas to address:

- Time and resources for faculty research
- Benefits – spousal, family, domestic partner
- Teaching workload, support, & evaluation
- Diversity issues for minority faculty

Impact of the Survey Data

Requests to date:

Deans Council on Recruitment and
Retention of Minority Faculty

Faculty Compensation Committee

Senate Research Advisory Committee

Teaching and Learning Center

Other UNCG Faculty members

Thank you