



# 2009 Faculty Climate Survey

## Campus Satisfaction

# Purpose

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- Follow up to the 2006 Survey:
    - Assess and monitor satisfaction
    - To understand why or what indicators explain the degree of satisfaction
  - Today's focus:
    - Overall Satisfaction
    - Comparison with 2006
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# Context

## Fall 2006 faculty campus climate survey.

1. Adapted the University of Michigan survey
2. Response rate 30% or 1,060 (290 women, 770 men)
3. The findings:
  1. Faculty were more satisfied than dissatisfied
  2. Blacks and Hispanics were less satisfied than whites
  3. People were slightly more satisfied in 2009 than 2006

# Method

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- Survey modified with the help of social scientists, experienced administrators, and an expert statistician
  - Web based
  - Sent to all faculty during the Fall 2009
  - Glitch—questions intended to improve the quality of the data discourage people from responding
  - Response rate was 24% (versus 30% in 2006)
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# Demographic Breakdowns


## Gender

	Total Responses (% of 723)	Total Faculty (% of 3133)	Response Rate within Group
Male	462 (64%)	2142 (68%)	22%
Female	260 (36%)	991 (32%)	26%
Transgender	1 (< 1%)	? (?%)	(?%)

# Demographic Breakdowns




## Race/Ethnicity

	Total Responses (% of 696)	Total Faculty (% of 3133)	Response Rate within Group
American Indian	4 (1 %)	10 (< 1%)	40%
Asian 	36 (5 %)	383 (12 %)	9%
Black	23 (3%)	102 (3%)	23%
Hispanic	48 (7%)	172 (5%)	28%
Multiracial	12 (2 %)	3 (< 1%)	?
White	573 (82%)	2463 (79%)	23%



# By Title

## Title

	Total Responses (% of 696)	Total Faculty (% of 3133)	Response Rate within Group
Professor	229 (32%)	1001 (32%)	23%
Associate professor	150 (21%)	551 (18%)	27%
Assistant professor	176 (24%)	582 (19%)	30%
Non tenure track 	161 (22%)	999 (32%)	16%
Administrator	9 (1%)	? (?%)	?%

# Significant predictors of overall job satisfaction

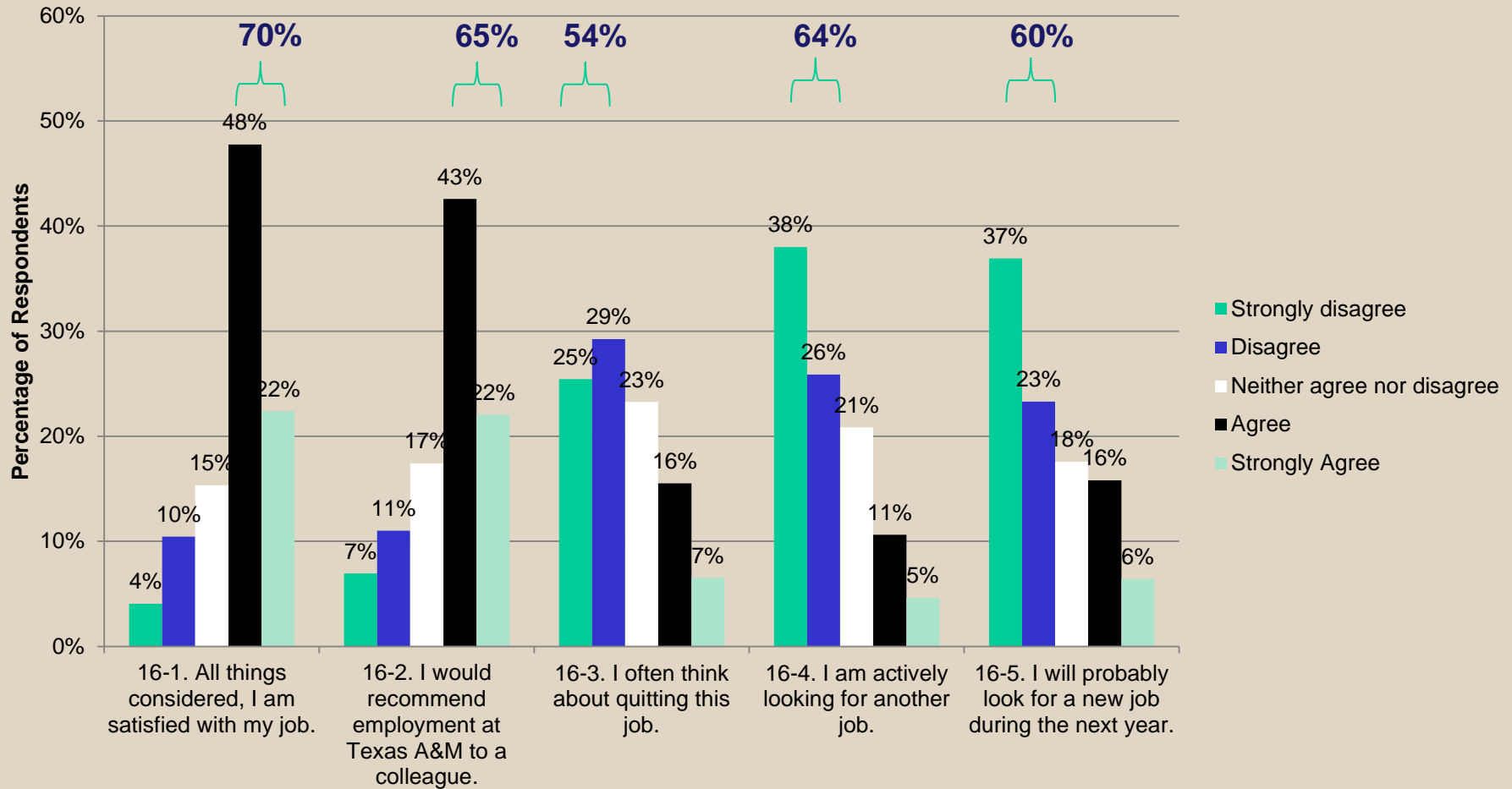


- Amount of social interaction with members of one's unit/department,
- Being valued for one's teaching
- Being valued for one's disciplinary expertise or contributions
- The level of intellectual stimulation in day-to-day contact with faculty colleagues
- **Balance between personal and professional life**
- Degree to which one's professional developments have been recognized



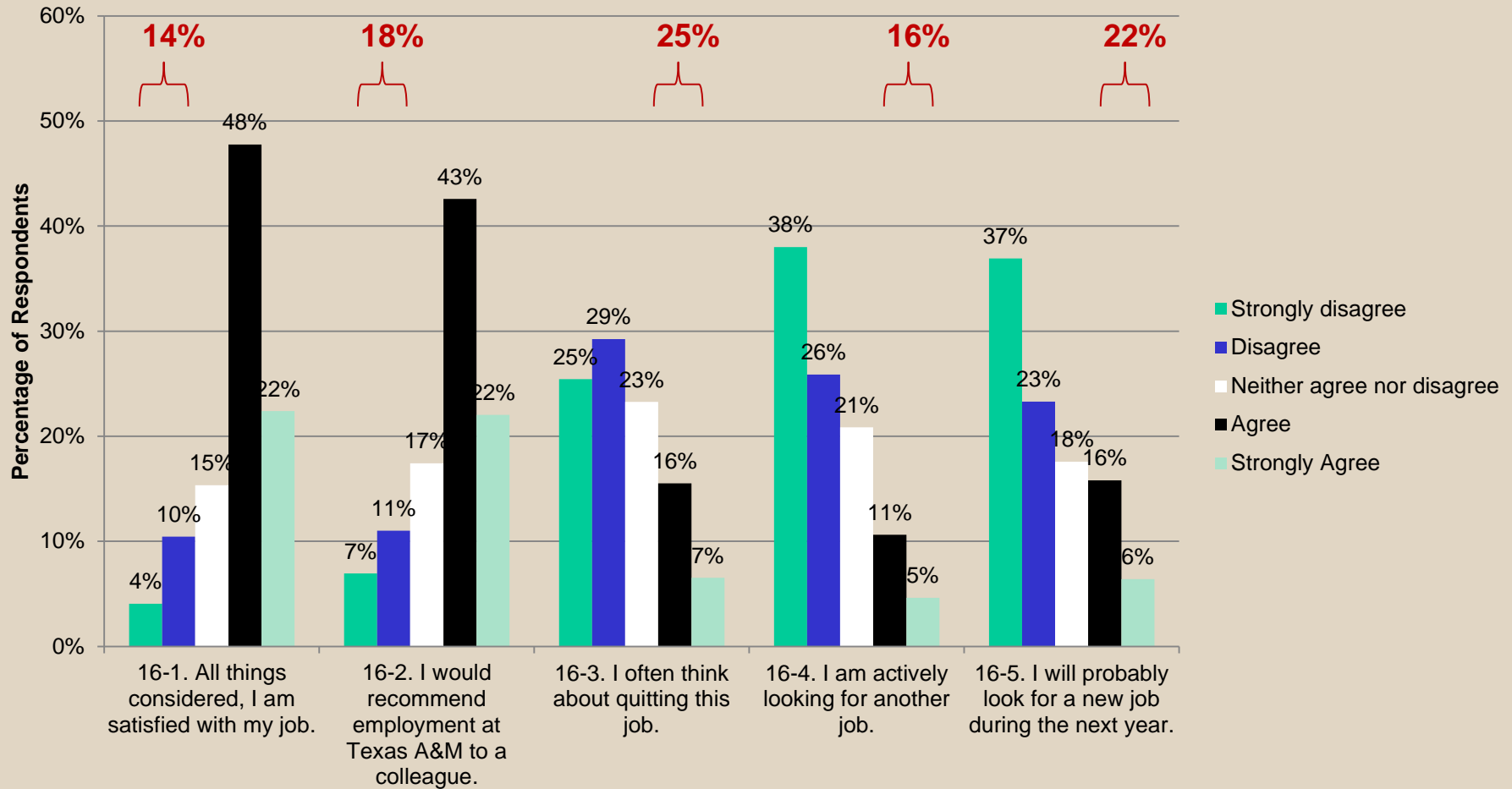
# Overall Job Satisfaction

## Overall Job Satisfaction



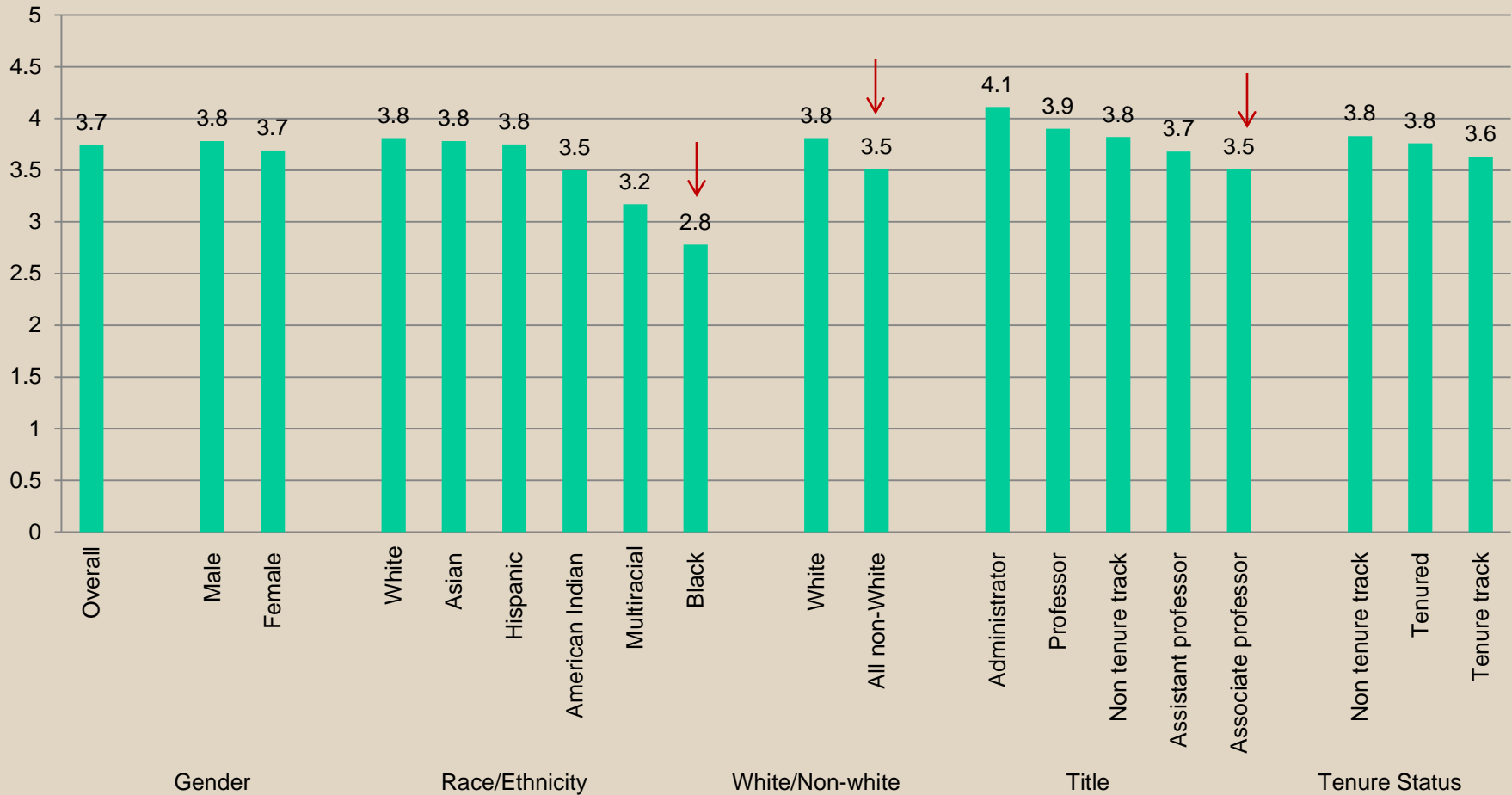
# Overall Job Satisfaction

## Overall Job Dissatisfaction



# Overall Job Satisfaction

## Faculty Satisfaction by Category





**Table 2. Summary of Average Response across the Scales**

	Overall Faculty Satisfaction	Colleague Recommendation	Turnover Intentions	Disengagement	Exhaustion	Career Satisfaction, Cognitive Factors	Productivity Perceptions	Affective Organizational Commitment	Burnout (Disengagement and Exhaustion)	Life Satisfaction
<b>Overall</b>	3.74	3.62	2.33	2.22	2.74	3.56	3.39	3.06	3.59	3.58
<b>Gender</b>										
Male	3.78	3.65	2.28	2.17	<b>2.62</b>	<b>3.65</b>	<b>3.47</b>	3.13	<b>3.67</b>	3.66
Female	3.69	3.59	2.39	2.28	<b>2.93</b>	<b>3.44</b>	<b>3.23</b>	2.96	<b>3.48</b>	3.46
<b>Race/Ethnicity</b>										
White	<b>3.81</b>	<b>3.7</b>	<b>2.27</b>	<b>2.2</b>	<b>2.69</b>	<b>3.6</b>	<b>3.42<sup>ab</sup></b>	<b>3.11</b>	<b>3.63</b>	3.63
Asian	<b>3.78</b>	<b>3.58</b>	<b>2.47</b>	<b>2.21</b>	<b>2.79</b>	<b>3.66</b>	<b>3.7<sup>a</sup></b> ✨	<b>3.02</b>	<b>3.52</b>	3.45
Hispanic	<b>3.75</b>	<b>3.54</b>	<b>2.2</b>	<b>2.17</b>	<b>2.97</b>	<b>3.49</b>	<b>3.18<sup>ab</sup></b> ✨	<b>3.01</b>	<b>3.51</b>	3.46
American Indian	<b>3.5</b>	<b>3.5</b>	<b>2.83</b>	<b>2.31</b>	<b>2.71</b>	<b>3.29</b>	<b>3.38<sup>ab</sup></b>	<b>2.84</b>	<b>3.48</b>	3.55
Multiracial	<b>3.17</b>	<b>3.17</b>	<b>2.72</b>	<b>2.46</b>	<b>3.02</b>	<b>3.42</b>	<b>3.25<sup>ab</sup></b>	<b>2.93</b>	<b>3.49</b>	3.52
Black	<b>2.78</b>	<b>2.7</b>	<b>3.01</b>	<b>2.73</b>	<b>3.3</b>	<b>3.12</b>	<b>2.72<sup>b</sup></b> ✨	<b>2.28</b>	<b>3.11</b>	2.85
<b>White/Non-white</b>										
White	<b>3.81</b>	<b>3.7</b>	<b>2.27</b>	2.2	<b>2.69</b>	3.6	3.42	<b>3.11</b>	<b>3.63</b>	3.63
All non-White	<b>3.51</b>	<b>3.36</b>	<b>2.5</b>	2.33	<b>2.97</b>	3.46	3.25	<b>2.87</b>	<b>3.44</b>	3.35
<b>Title</b>										
Administrator	<b>4.11</b>	<b>4.33<sup>a</sup></b> ✨	2.19	2.16	<b>2.96</b>	<b>4.2<sup>b</sup></b> ✨	<b>3.39</b>	<b>3.96<sup>b</sup></b> ✨	<b>3.46</b>	3.67
Professor	<b>3.9</b>	<b>3.74<sup>ab</sup></b>	2.18	2.2	<b>2.58</b>	<b>3.74<sup>a</sup></b> ✨	<b>3.65</b>	<b>3.16<sup>a</sup></b> ✨	<b>3.7</b>	3.77
Non tenure track	<b>3.82</b>	<b>3.71<sup>ab</sup></b>	2.28	2.22	<b>2.67</b>	<b>3.58<sup>a</sup></b> ✨	<b>3.2</b>	<b>3.31<sup>a</sup></b> ✨	<b>3.62</b>	3.6
Assistant professor	<b>3.68</b>	<b>3.53<sup>b</sup></b>	2.41	2.28	<b>2.93</b>	<b>3.48<sup>a</sup></b>	<b>3.42</b>	<b>2.78<sup>a</sup></b> ✨	<b>3.52</b>	3.47
Associate professor	<b>3.51</b>	<b>3.43<sup>b</sup></b> ✨	2.45	2.32	<b>2.96</b>	<b>3.37<sup>a</sup></b>	<b>3.15</b>	<b>2.92<sup>a</sup></b> ✨	<b>3.5</b>	3.44
<b>Tenure Status</b>										
Non tenure track	3.83	3.73	2.27	2.21	<b>2.66<sup>a</sup></b> ✨	3.6	<b>3.2<sup>b</sup></b>	<b>3.31<sup>c</sup></b> ✨	3.63	3.61
Tenured	3.76	3.64	2.28	2.22	<b>2.68<sup>a</sup></b>	3.58	<b>3.47<sup>a</sup></b>	<b>3.08<sup>a</sup></b> ✨	3.62	3.64
Tenure track	3.63	3.47	2.47	2.23	<b>2.93<sup>b</sup></b> ✨	3.48	<b>3.41<sup>ab</sup></b>	<b>2.79<sup>b</sup></b> ✨	3.51	3.46

# Comparing 2006 to 2009

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- Climates were more friendly in 2009.
- No significant difference in how much stereotyping respondents overheard from other faculty members.
- Overheard less stereotyping by staff in 2009.
- Overheard more stereotyping by students in 2009.

# Key Findings

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- Overall satisfaction is moderate (3.7 or between neutral or satisfied)
- There are more satisfied than dissatisfied people (70%), but the proportion of dissatisfied folks is not trivial (14%).
- Although the differences between men and women were not statistically significant, women faculty tended to be less satisfied than their male counterparts on almost every set of items.
- Black faculty members reported greater dissatisfaction than any other faculty group on campus on every set of items assessing satisfaction.
- When comparing respondents by title, administrators are the most satisfied group on campus, followed closely by professors.
- When comparing respondents by tenure status, full professors and non-tenure track faculty members were more satisfied than assistant and associate professors.
- There were no differences by college on any aspect of satisfaction assessed by the survey.