Southern Utah University
HERI Faculty Survey
2014 Results

Full-Time Undergraduate Teaching Faculty

Southern Utah University
N=157

Public 4yr Colleges - high
N=1,286

Higher Education Research Institute, University of California at Los Angeles
Results from the HERI Faculty Survey highlight key areas of faculty’s engagement in teaching, research, and service activities. The survey also touches on faculty’s level of stress, satisfaction with their institution, and perspectives for undergraduate education.

- Academic outcomes and experiences
- Co-curricular outcomes and experiences
- Diversity
- Future plans
- Satisfaction
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A Note about CIRP Constructs

We use the CIRP constructs throughout this PowerPoint to help summarize important information about your faculty from the HERI Faculty Survey.

Constructs

Constructs statistically aggregate questions from the HERI Faculty Survey that tap into key features of the faculty experience. These faculty traits and institutional practices contribute to faculty’s engagement with students in the classroom, their research productivity, and their overall satisfaction.
Demographics

Sex

- Male: 63.1%
- Female: 36.9%

Race/Ethnicity

- African American/Black: 0.0%
- American Indian/Alaska Native: 0.8%
- Asian/Native Hawaiian/Pacific Islander: 2.3%
- Latino: 0.0%
- White/Caucasian: 93.9%
- Other Race/Ethnicity: 1.5%
- Two or More Races/Ethnicities: 1.5%
Demographics

Race/Ethnicity

- **Two or more races/ethnicities**
  - Your Institution: 1.5%
  - Comparison Group: 1.9%

- **Other race/ethnicity**
  - Your Institution: 1.5%
  - Comparison Group: 1.6%

- **White/Caucasian**
  - Your Institution: 93.9%
  - Comparison Group: 87.8%

- **Latino**
  - Your Institution: 0.0%
  - Comparison Group: 3.0%

- **African American/Black**
  - Your Institution: 0.0%
  - Comparison Group: 2.1%

- **Asian/Native Hawaiian/Pacific Islander**
  - Your Institution: 2.3%
  - Comparison Group: 3.5%

- **American Indian/Alaska Native**
  - Your Institution: 0.8%
  - Comparison Group: 0.2%

*2014 HERI Faculty Survey*
Demographics

Academic Department (Aggregated)

- **Other Non-technical**
  - Men: 10.5%
  - Women: 13.6%
- **Other Technical**
  - Men: 1.2%
  - Women: 6.8%
- **Social Sciences**
  - Men: 0.0%
  - Women: 11.6%
- **Physical Sciences**
  - Men: 6.8%
  - Women: 11.6%
- **Mathematics or Statistics**
  - Men: 5.8%
  - Women: 11.4%
- **Fine Arts**
  - Men: 9.3%
  - Women: 15.9%
- **Humanities**
  - Men: 4.7%
  - Women: 5.8%
- **History or Political Science**
  - Men: 3.5%
  - Women: 6.8%
- **Health-related**
  - Men: 8.1%
  - Women: 18.2%
- **English**
  - Men: 3.5%
  - Women: 2.3%
- **Engineering**
  - Men: 2.3%
  - Women: 7.0%
- **Education**
  - Men: 8.1%
  - Women: 15.9%
- **Business**
  - Men: 0.0%
  - Women: 7.0%
- **Biological Sciences**
  - Men: 2.3%
  - Women: 7.0%
- **Agriculture or Forestry**
  - Men: 2.3%
  - Women: 0.0%
Teaching Practices

Faculty differ in the types of courses they teach and the methods they use to deliver content to students.
**Student-Centered Pedagogy**

*Student-Centered Pedagogy* measures the extent to which faculty use student-centered teaching and evaluation methods in their courses.

**Construct Items**

- Student presentations
- Student evaluations of each others’ work
- Class discussions
- Cooperative learning (small groups)
- Experiential learning/Field studies
- Group projects
- Student-selected topics for course content
- Reflective writing/journaling
- Using student inquiry to drive learning

<table>
<thead>
<tr>
<th></th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
<td>49.1</td>
<td>50.2</td>
</tr>
<tr>
<td>Men</td>
<td>47.8</td>
<td>48.9</td>
</tr>
<tr>
<td>Women</td>
<td>51.4</td>
<td>51.6</td>
</tr>
</tbody>
</table>
Habits of Mind

These items measure the extent to which faculty structure courses to develop habits of mind for lifelong learning in students.

<table>
<thead>
<tr>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support their opinions with a logical argument</td>
<td>62.7%</td>
</tr>
<tr>
<td>Seek solutions to problems and explain them to others</td>
<td>68.9%</td>
</tr>
<tr>
<td>Look up scientific research articles and resources</td>
<td>42.0%</td>
</tr>
<tr>
<td>Explore topics on their own, even though it was not required for class</td>
<td>40.7%</td>
</tr>
<tr>
<td>Accept mistakes as part of the learning process</td>
<td>61.3%</td>
</tr>
<tr>
<td>Work with other students on group projects</td>
<td>55.6%</td>
</tr>
</tbody>
</table>

2014 HERI Faculty Survey

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### Habits of Mind

These items measure the extent to which faculty structure courses to develop habits of mind for lifelong learning in students.

<table>
<thead>
<tr>
<th>Habit</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use different points of view to make an argument</td>
<td>42.0%</td>
<td>52.6%</td>
</tr>
<tr>
<td>Make connections between ideas from different courses</td>
<td>56.0%</td>
<td>68.1%</td>
</tr>
<tr>
<td>Critically evaluate their position on an issue</td>
<td>68.1%</td>
<td>50.7%</td>
</tr>
<tr>
<td>Recognize the biases that affect their thinking</td>
<td>50.7%</td>
<td>63.0%</td>
</tr>
<tr>
<td>Think more broadly about an issue</td>
<td>52.2%</td>
<td>47.0%</td>
</tr>
</tbody>
</table>

2014 HERI Faculty Survey
Technology in the Classroom

Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.

<table>
<thead>
<tr>
<th>Technology</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>YouTube or other videos</td>
<td>51.1%</td>
<td>51.1%</td>
</tr>
<tr>
<td>Simulations/animations</td>
<td>44.6%</td>
<td>44.6%</td>
</tr>
<tr>
<td>Podcasts</td>
<td>17.4%</td>
<td>25.2%</td>
</tr>
<tr>
<td>Online homework or virtual labs</td>
<td>28.3%</td>
<td>28.3%</td>
</tr>
<tr>
<td>Online discussion boards</td>
<td>31.6%</td>
<td>31.6%</td>
</tr>
</tbody>
</table>

- Frequently
- Occasionally

2014 HERI Faculty Survey
Types of Courses Faculty Teach

- Taught an honors course: 17.1%
- Taught a seminar for first-year students: 16.6%
- Taught a capstone course: 29.8%

The chart compares the percentage of faculty at Your Institution and the Comparison Group.
Average Number of Courses Taught This Term

- **All Faculty**
  - Your Institution: 3.75
  - Comparison Group: 3.12

- **Men**
  - Your Institution: 3.72
  - Comparison Group: 3.13

- **Women**
  - Your Institution: 3.79
  - Comparison Group: 3.1
Research Activities
Scholarly Productivity

A unified measure of the scholarly activity of faculty.

Construct Items

- Articles in academic and professional journals
- Chapters in edited volumes
- Professional writings published or accepted for publication in the last two years
Foci of Faculty Research

- Conducted research or writing focused on global/international issues: 20.3%
- Conducted research or writing focused on racial or ethnic minorities: 12.9%
- Conducted research or writing focused on women or gender issues: 15.5%
- Engaged in academic research that spans multiple disciplines: 48.3%

Your Institution: 31.2%
Comparison Group: 23.5%
Faculty Collaboration with Undergraduates on Research

With undergraduate research becoming a priority at many campuses, faculty are increasingly being asked to work with undergraduates on research projects.

23.6% supervised an undergraduate thesis.

37.1% engaged undergraduates on their research project.

49.4% worked with undergraduates on a research project.

66.4% worked with undergraduates on a research project for the comparison group.

66.2% worked with undergraduates on a research project for the comparison group.

2014 HERI Faculty Survey
Faculty Satisfaction
Workplace Satisfaction

*Workplace Satisfaction* measures the extent to which faculty are satisfied with their working environment.

### Construct Items

- Autonomy and independence
- Professional relationships with other faculty
- Competency of colleagues
- Departmental leadership
- Course assignments

<table>
<thead>
<tr>
<th></th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
<td>51.1</td>
<td>49.4</td>
</tr>
<tr>
<td>Men</td>
<td>51.3</td>
<td>49.5</td>
</tr>
<tr>
<td>Women</td>
<td>50.8</td>
<td>49.4</td>
</tr>
</tbody>
</table>
Satisfaction with Compensation

*Satisfaction with Compensation* measures the extent to which faculty are satisfied with their compensation packages.

<table>
<thead>
<tr>
<th>Construct Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Salary</td>
</tr>
<tr>
<td>• Retirement benefits</td>
</tr>
<tr>
<td>• Opportunity for scholarly pursuits</td>
</tr>
<tr>
<td>• Teaching load</td>
</tr>
<tr>
<td>• Job security</td>
</tr>
<tr>
<td>• Prospects for career advancement</td>
</tr>
</tbody>
</table>

**2014 HERI Faculty Survey**
Faculty Satisfaction with Pay Equity and Family Flexibility

- Relative equity of salary and job benefits:
  - **Your Institution:** 7.0% Very Satisfied, 25.0% Satisfied
  - **Comparison Group:** 8.7% Very Satisfied, 35.7% Satisfied

- Flexibility in relation to family matters or emergencies:
  - **Your Institution:** 44.8% Very Satisfied, 46.4% Satisfied
  - **Comparison Group:** 38.5% Very Satisfied, 47.9% Satisfied

- Overall job satisfaction:
  - **Your Institution:** 22.0% Very Satisfied, 59.8% Satisfied
  - **Comparison Group:** 21.8% Very Satisfied, 52.1% Satisfied

2014 HERI Faculty Survey
Overall Faculty Job Satisfaction

0.0%

American Indian/Alaska Native

Asian/Native Hawaiian/Pacific Islander

African American/Black

Latino

White/Caucasian

Other race/ethnicity

More than one race/ethnicity

Your Institution

Very Satisfied

Satisfied

2014 HERI Faculty Survey

(Chart showing overall faculty job satisfaction by race/ethnicity.)
Overall Satisfaction

“If you could begin your career again, would you still want to come to this institution?”

- Definitely Yes: 38.2% (Your Institution), 30.2% (Comparison Group)
- Probably Yes: 38.2% (Your Institution), 41.2% (Comparison Group)
- Not Sure: 12.2% (Your Institution), 17.1% (Comparison Group)
- Probably No: 9.2% (Your Institution), 7.9% (Comparison Group)
- Definitely No: 2.3% (Your Institution), 3.7% (Comparison Group)

Chart showing responses to the question.
Sources of Faculty Stress
Career-Related Stress

*Career-Related Stress* measures the amount of stress faculty experience related to their career.

- All Faculty: 50.5
- Men: 50.6
- Women: 53.4

**Construct Items**

- Committee work
- Colleagues
- Students
- Research or publishing demands
- Institutional procedures/red tape
- Teaching load
- Lack of personal time
- Self-imposed high expectations

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2014 HERI Faculty Survey

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Stress Due to Subtle Discrimination, by Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>All Faculty</th>
<th>Men Faculty</th>
<th>Women Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extensive</td>
<td>24.4%</td>
<td>24.2%</td>
<td>33.3%</td>
</tr>
<tr>
<td>Somewhat</td>
<td>8.9%</td>
<td>9.9%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Comparison Group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extensive</td>
<td>11.5%</td>
<td>9.9%</td>
<td>15.4%</td>
</tr>
<tr>
<td>Somewhat</td>
<td>19.8%</td>
<td>7.9%</td>
<td>35.8%</td>
</tr>
</tbody>
</table>

2014 HERI Faculty Survey
Stress Due to Subtle Discrimination, by Race

<table>
<thead>
<tr>
<th>White/Caucasian Faculty</th>
<th>Asian/Native Hawaiian/Pacific Islander Faculty</th>
<th>Underrepresented Racial Minority Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>24.6%</td>
<td>50.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>7.9%</td>
<td>0.0%</td>
<td>4.3%</td>
</tr>
<tr>
<td>10.8%</td>
<td>11.8%</td>
<td>43.5%</td>
</tr>
</tbody>
</table>

Your Institution
- Extensive
- Somewhat

Comparison Group
- Extensive
- Somewhat

2014 HERI Faculty Survey
Additional Sources of Faculty Stress

“Please indicate the extent to which each of the following has been a source of stress for you during the last two years:”

- Personal Finances
  - Your Institution: 21.1% Extensive, 55.6% Somewhat
  - Comparison Group: 18.4% Extensive, 42.3% Somewhat

- Lack of personal time
  - Your Institution: 18.8% Extensive, 48.1% Somewhat
  - Comparison Group: 18.8% Extensive, 47.1% Somewhat

- Job security
  - Your Institution: 9.9% Extensive, 38.9% Somewhat
  - Comparison Group: 8.0% Extensive, 24.5% Somewhat

- Working with underprepared students
  - Your Institution: 7.6% Extensive, 61.4% Somewhat
  - Comparison Group: 8.5% Extensive, 57.1% Somewhat

- Change in work responsibilities
  - Your Institution: 18.9% Extensive, 47.7% Somewhat
  - Comparison Group: 18.9% Extensive, 51.6% Somewhat

- Institutional budget cuts
  - Your Institution: 28.2% Extensive, 51.9% Somewhat
  - Comparison Group: 25.5% Extensive, 50.0% Somewhat
Faculty’s Perspectives on Campus Climate
Institutional Priority: Commitment to Diversity

Commitment to Diversity measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Construct Items

- To recruit more minority students
- To increase the representation of women in the faculty and administration
- To increase the representation of minorities in the faculty and administration
Perspectives on Campus Climate for Diversity

This institution has effective hiring practices and policies that increase faculty diversity

- Your Institution: Agree strongly 49.6%, Agree somewhat 12.4%
- Comparison Group: Agree strongly 49.9%, Agree somewhat 17.6%

This institution takes responsibility for educating underprepared students

- Your Institution: Agree strongly 60.6%, Agree somewhat 12.4%
- Comparison Group: Agree strongly 49.5%, Agree somewhat 12.1%

Faculty are not prepared to deal with conflict over diversity issues in the classroom

- Your Institution: Agree strongly 4.5%, Agree somewhat 30.8%
- Comparison Group: Agree strongly 7.1%, Agree somewhat 36.9%
Institutional Priority: Civic Engagement

*Civic Engagement* measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

**Construct Items**

- To facilitate student involvement in community service
- To provide resources for faculty to engage in community-based teaching or research
- To create and sustain partnerships with surrounding communities

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![Graph showing Civic Engagement scores](image)

- **All Faculty**: Your Institution = 52.8, Comparison Group = 50.6
- **Men**: Your Institution = 52.5, Comparison Group = 50.2
- **Women**: Your Institution = 53.3, Comparison Group = 51.0
Institutional Priority: Increasing Prestige

*Increasing Prestige* measures the extent to which faculty believe their institution is committed to increasing its prestige.

Construct Items

- To increase or maintain institutional prestige
- To hire faculty “stars”
- To enhance the institution’s national image

![Bar chart showing the comparison between all faculty, men, and women with respect to the extent of their belief in the institution's commitment to increasing prestige.](chart.png)
Faculty’s Perspectives on Campus and Departmental Climate

There is a lot of campus racial conflict here
- 5.0% Agree strongly
- 12.2% Agree somewhat
- 10.6% Agree strongly

My research is valued by faculty in my department
- Your Institution: 25.4% Agree strongly
- Comparison Group: 47.0% Agree strongly
- Your Institution: 45.7% Agree somewhat
- Comparison Group: 44.2% Agree somewhat

My teaching is valued by faculty in my department
- Your Institution: 46.4% Agree strongly
- Comparison Group: 54.8% Agree strongly
- Your Institution: 33.9% Agree somewhat
- Comparison Group: 41.2% Agree somewhat

My service is valued by faculty in my department
- Your Institution: 44.4% Agree strongly
- Comparison Group: 44.9% Agree strongly
- Your Institution: 36.9% Agree somewhat
Faculty Perspectives on Shared Governance

The faculty are typically at odds with campus administration

50.0% 42.2% 9.1%

Administrators consider faculty concerns when making policy

61.1% 55.6% 16.1% 19.7%

The administration is open about its policies

18.3%

Your Institution
- Very Descriptive
- Somewhat Descriptive

Comparison Group
- Very Descriptive
- Somewhat Descriptive

2014 HERI Faculty Survey
Institutional Commitment

In the past two years, have you considered leaving academe for another job:
- Your Institution: 40.9%
- Comparison Group: 37.4%

In the past two years, have you considered leaving this institution for another:
- Your Institution: 51.1%
- Comparison Group: 45.8%

Do you plan to retire within the next three years:
- Your Institution: 13.1%
- Comparison Group: 14.3%

2014 HERI Faculty Survey
The more you get to know your faculty, the better you can understand their needs.

For more information about HERI/CIRP Surveys

The Freshman Survey
Your First College Year Survey
Diverse Learning Environments Survey
College Senior Survey
The Faculty Survey

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