

Truman State University

HERI Faculty Survey

2022-2023 Results

Full-Time Undergraduate Teaching Faculty

Truman State University
N=67

All Public 4yr Colleges
N=1,908

THE FACULTY EXPERIENCE

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.

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A Note About HERI Constructs

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

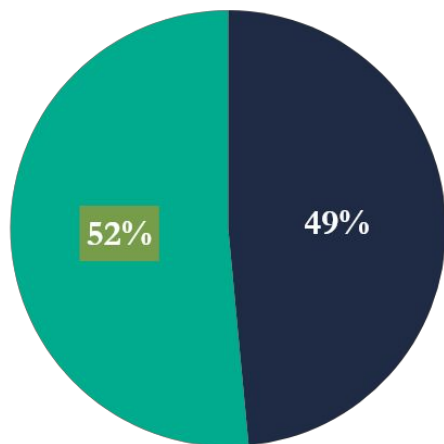
Constructs

Constructs tap into key features of the faculty experience by aggregating questions from the HERI Faculty Survey. These faculty traits and institutional practices contribute to faculty's research productivity, overall satisfaction, and engagement with students in the classroom.

Demographics

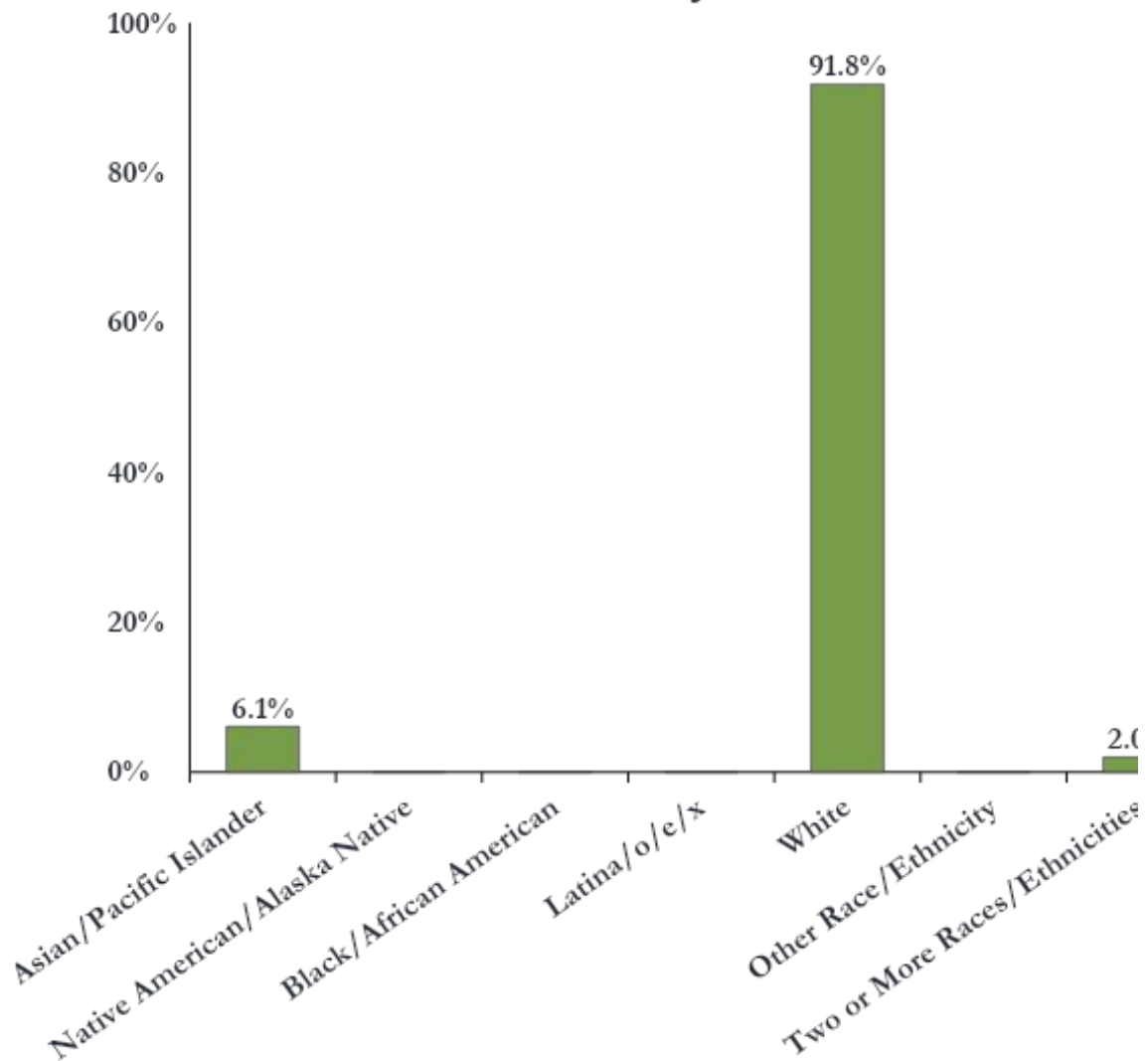
Demographics

Gender



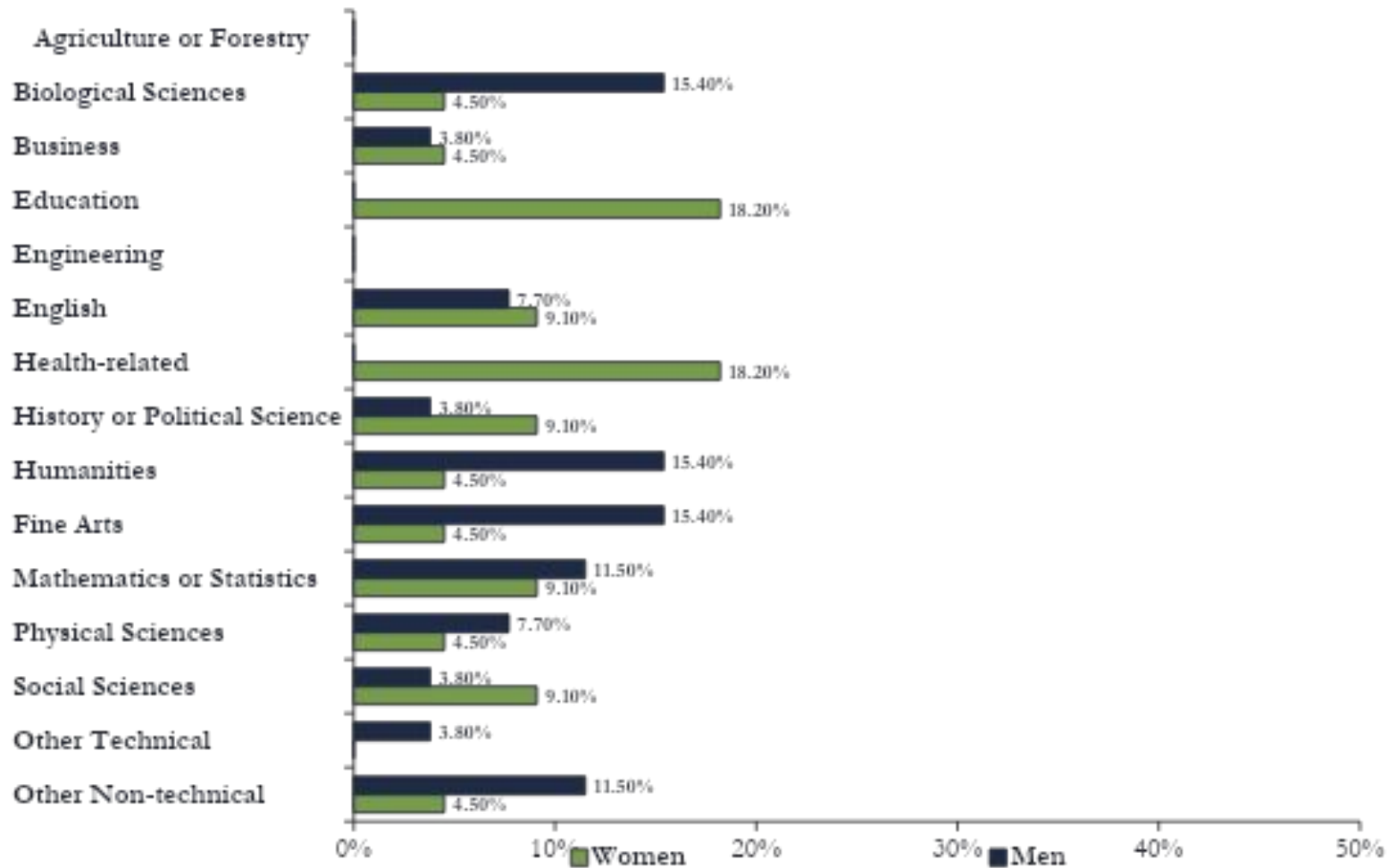
- Man
- Woman
- Non-binary
- Genderqueer/Gender non-conforming
- Not listed

Race/Ethnicity



Demographics

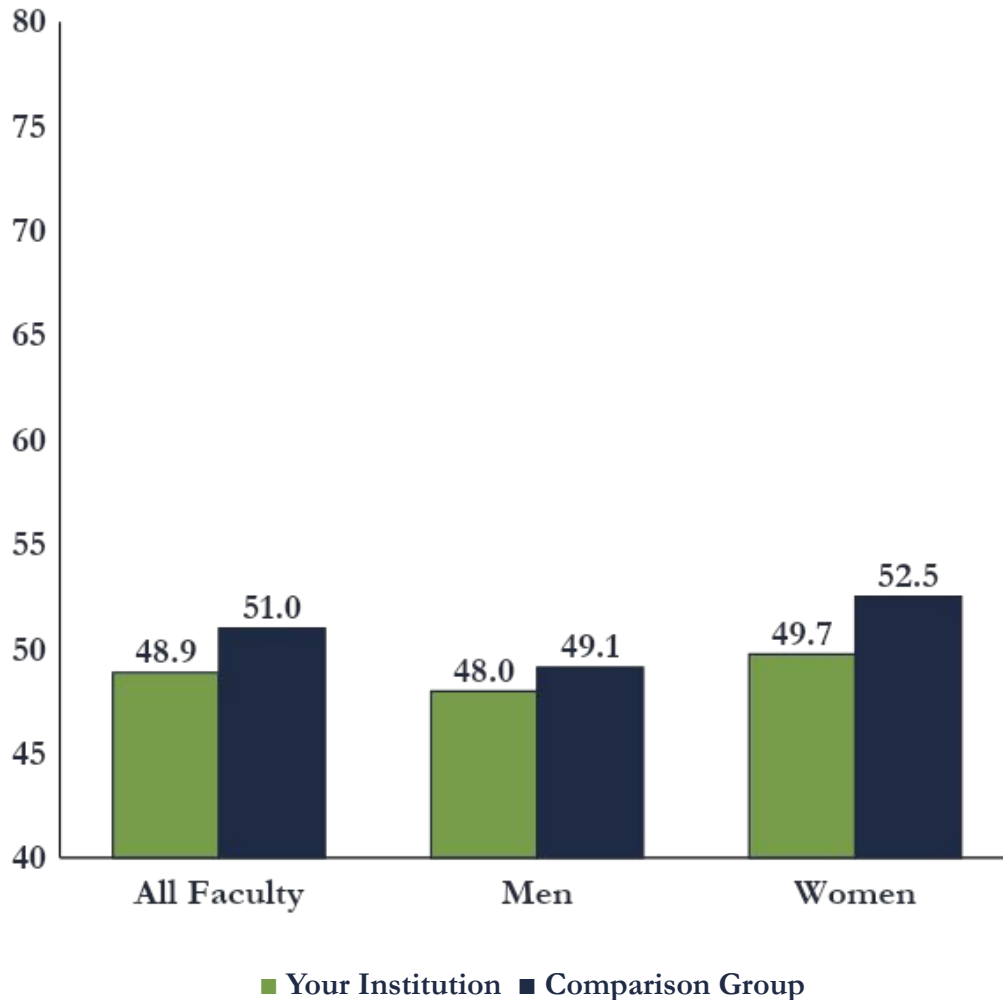
Academic Department (Aggregated)



Teaching Practices

Student-Centered Pedagogy

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

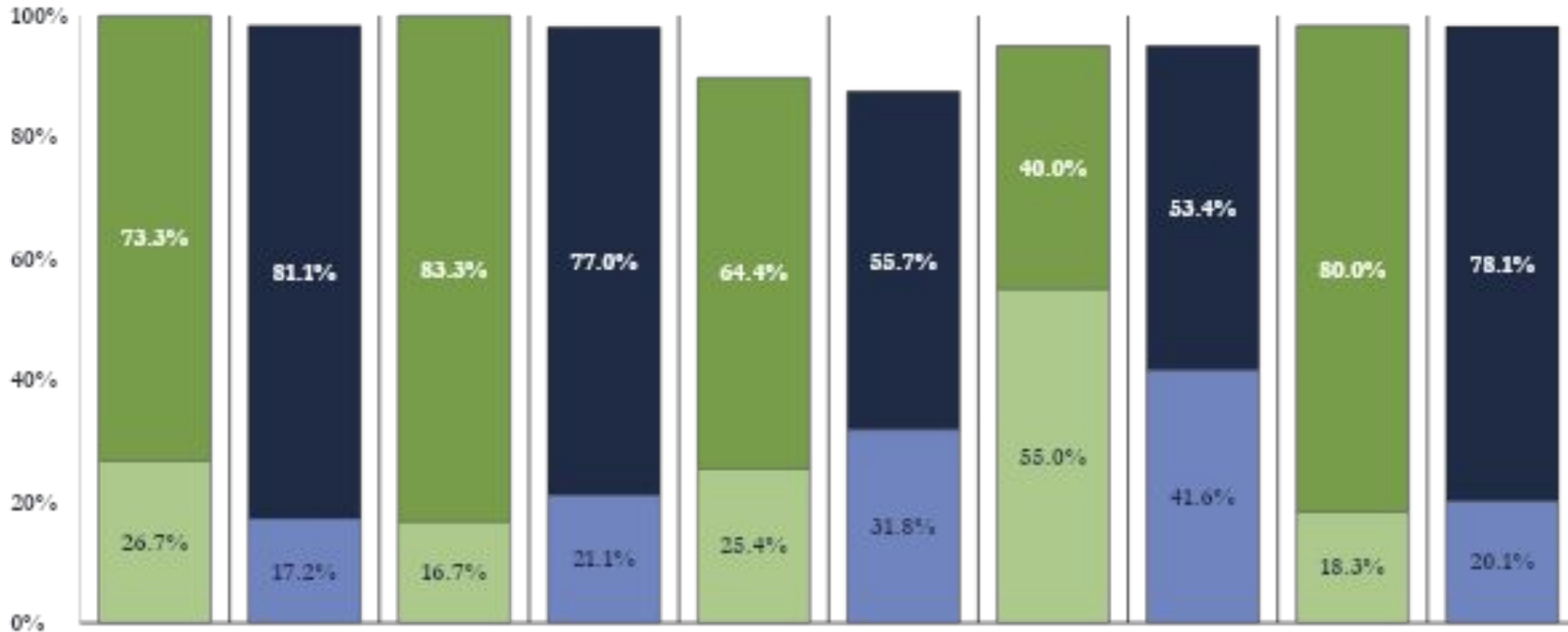


Construct Items

- Student presentations
- Student evaluations of each others' work
- Class discussions
- Cooperative learning (small groups)
- Experiential learning/Field studies
- Group projects
- Reflective writing/Journaling
- Student inquiry to drive learning

Habits of Mind

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



Support their opinions with a logical argument

Your Institution

■ Frequently

■ Occasionally

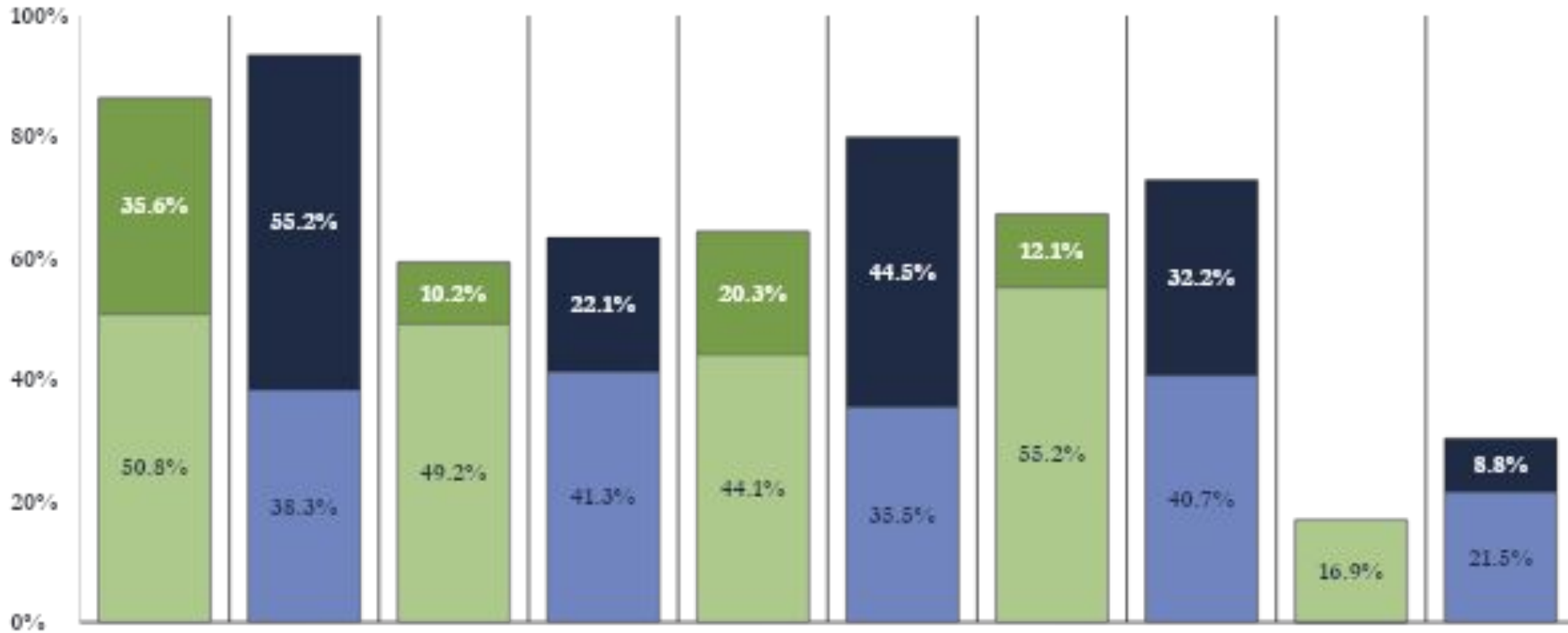
Seek solutions to

problems and explain them to others

Comparison Group

Technology in the Classroom

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



Videos or podcasts

Your Institution

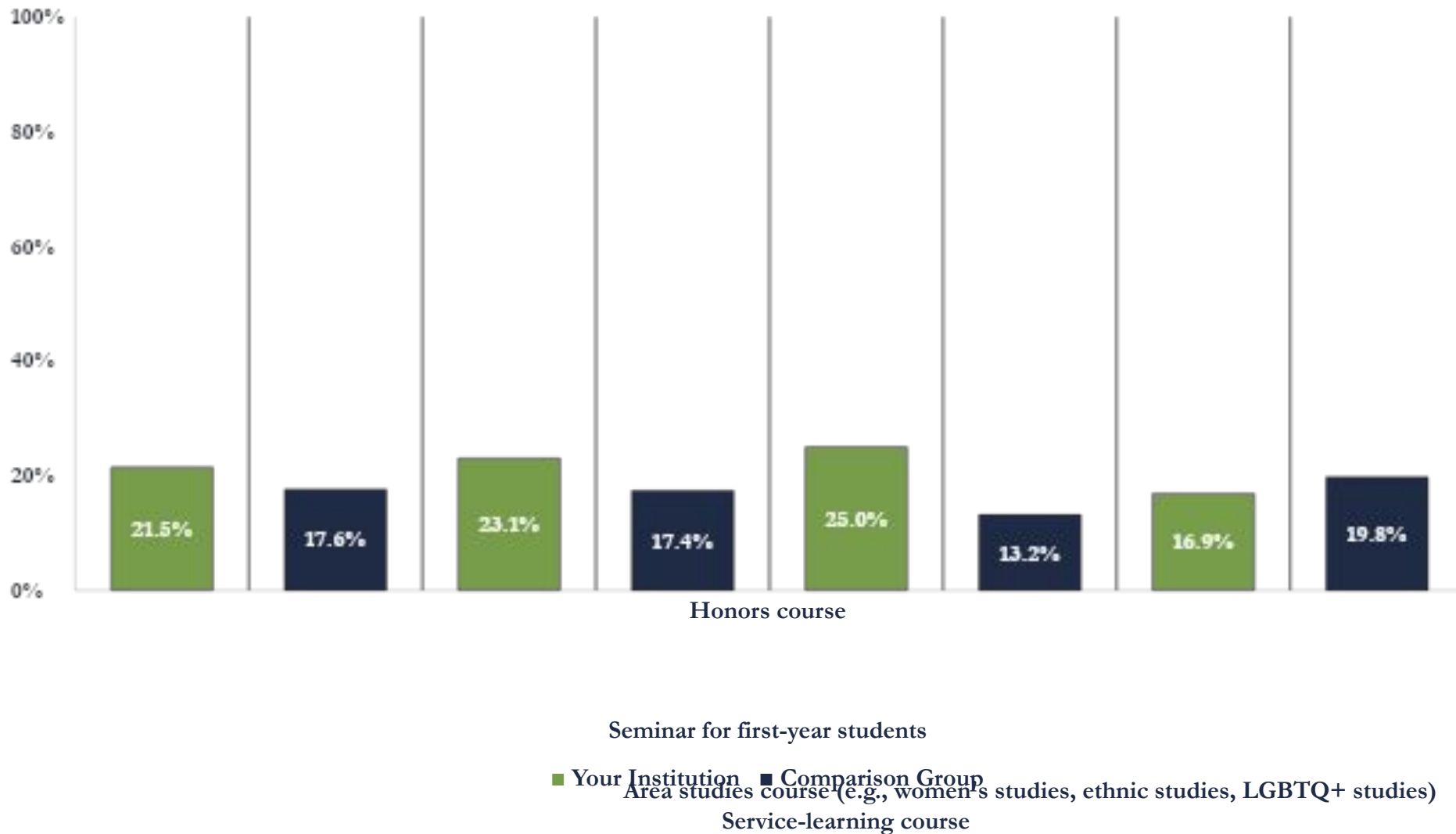
■ Frequently

■ Occasionally

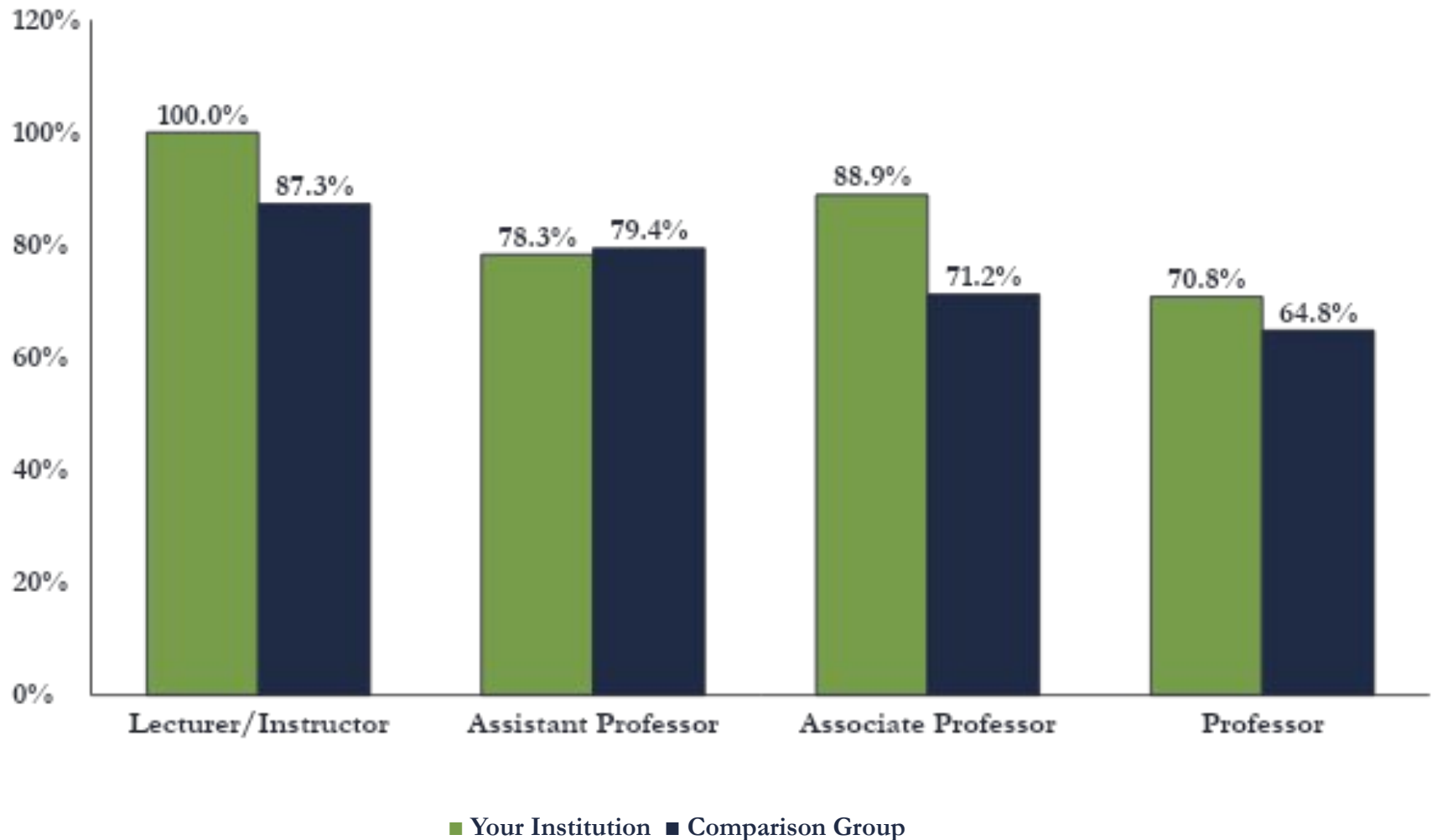
Simulations/animations

Comparison Group

Types of Courses Taught During the Past Three Years



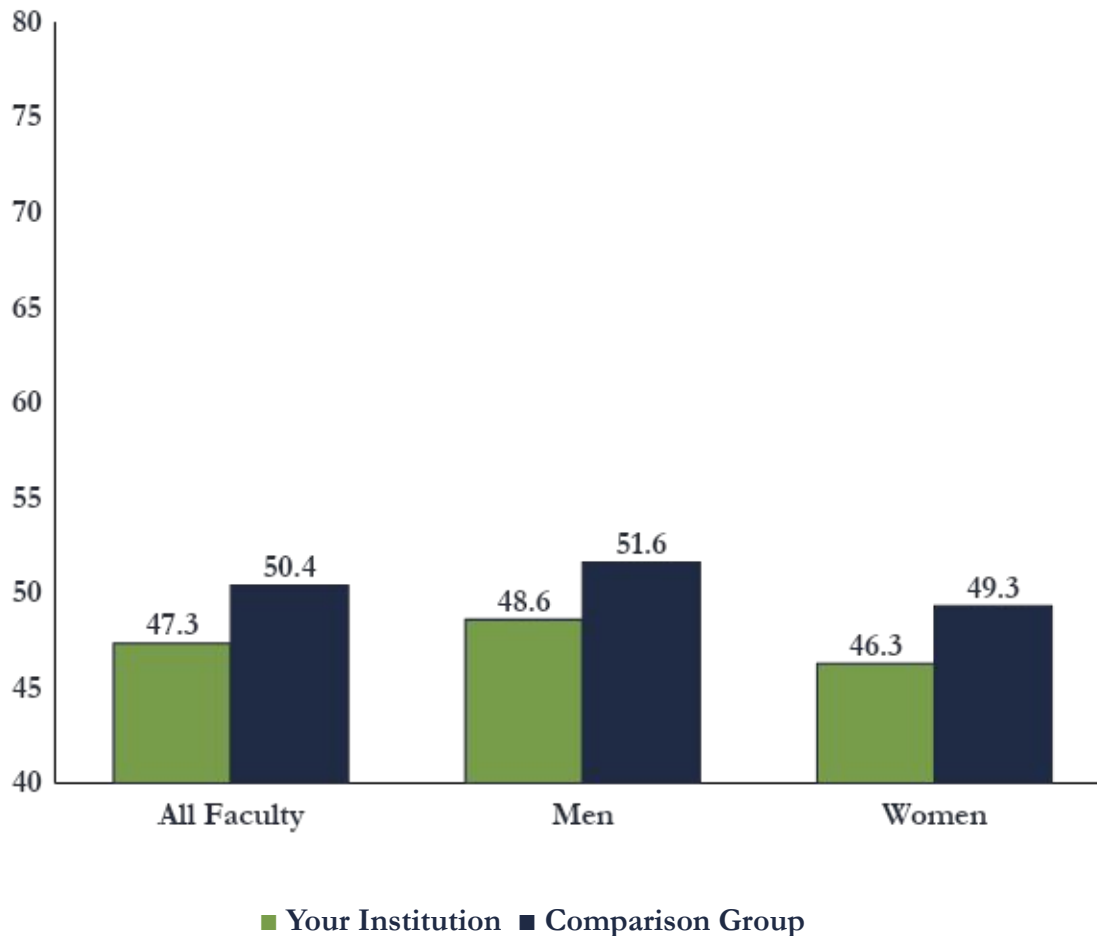
Percent Teaching Three or More Courses This Term, by Rank



Research Activities

Scholarly Productivity

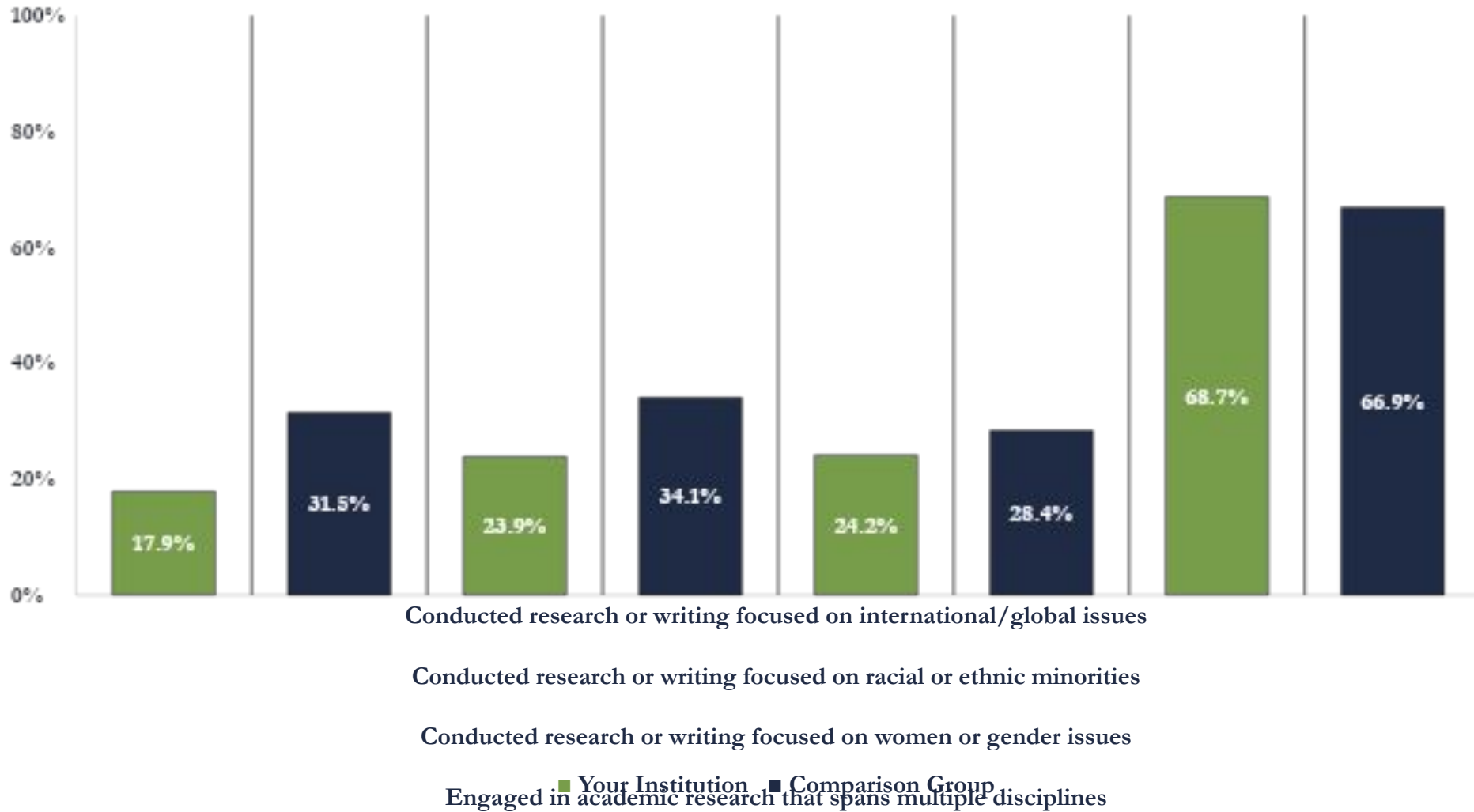
Scholarly Productivity is a unified measure of the scholarly activity of faculty



Construct Items

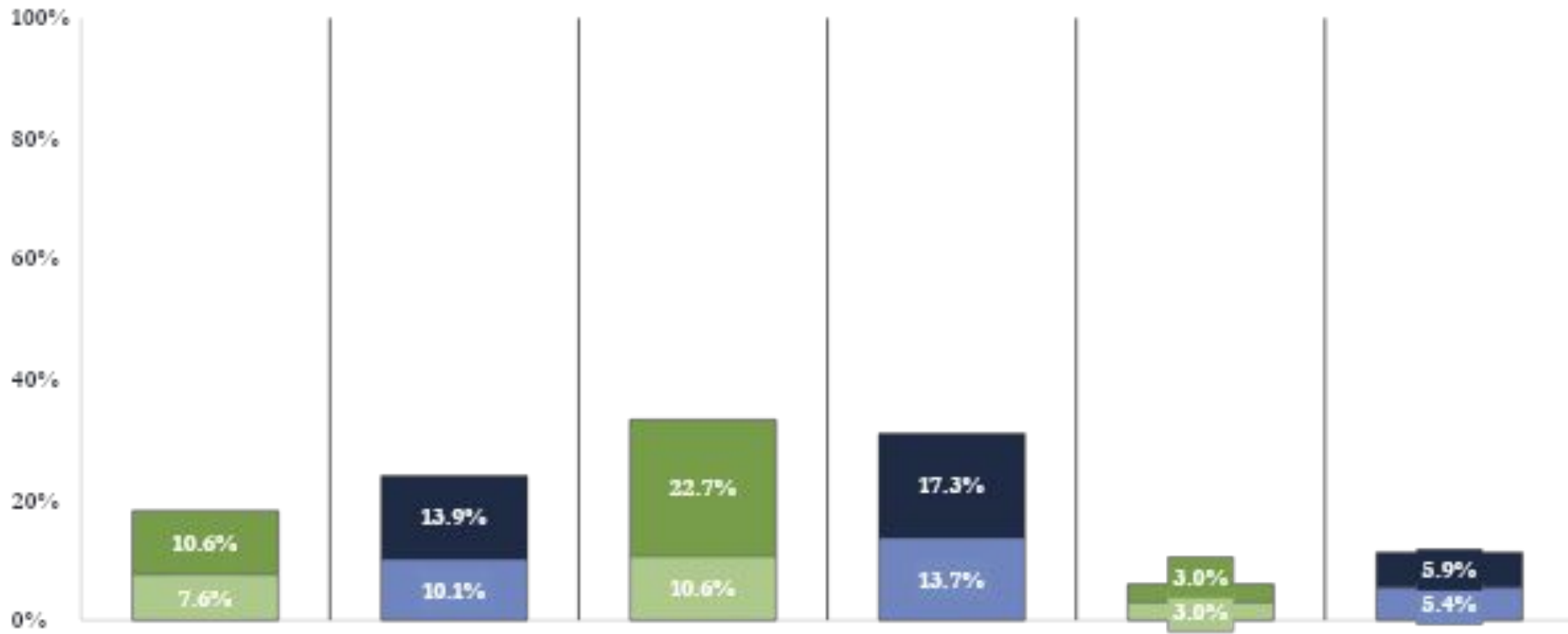
- Articles in academic and professional journals
- Chapters in edited volumes
- Professional writings published or accepted for publication in the last three years

Foci of Faculty Research



Faculty Collaboration With Undergraduates

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



Engaged undergraduates on *your* research project(s)

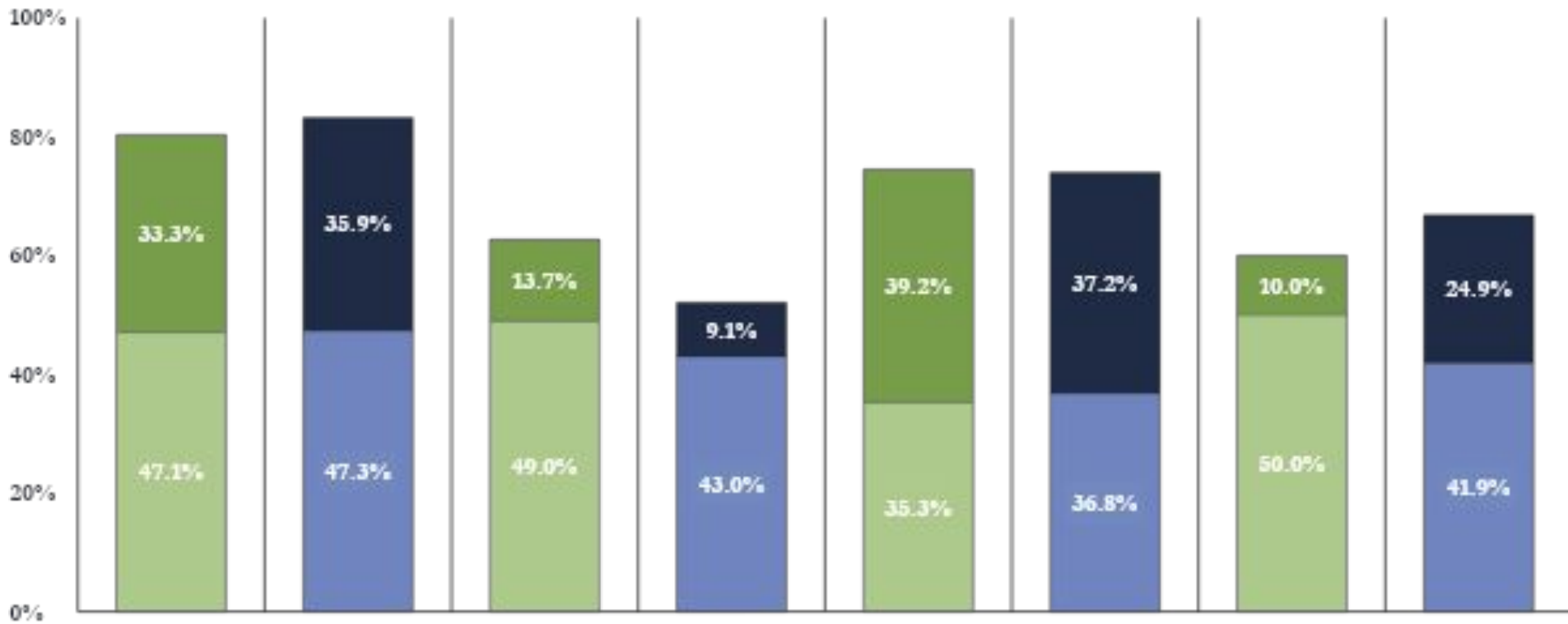
Worked with undergraduates on *their* research project(s)

- Very Large Extent
- Large Extent

Presented with undergraduate students at conferences

Faculty Satisfaction

Workplace Satisfaction



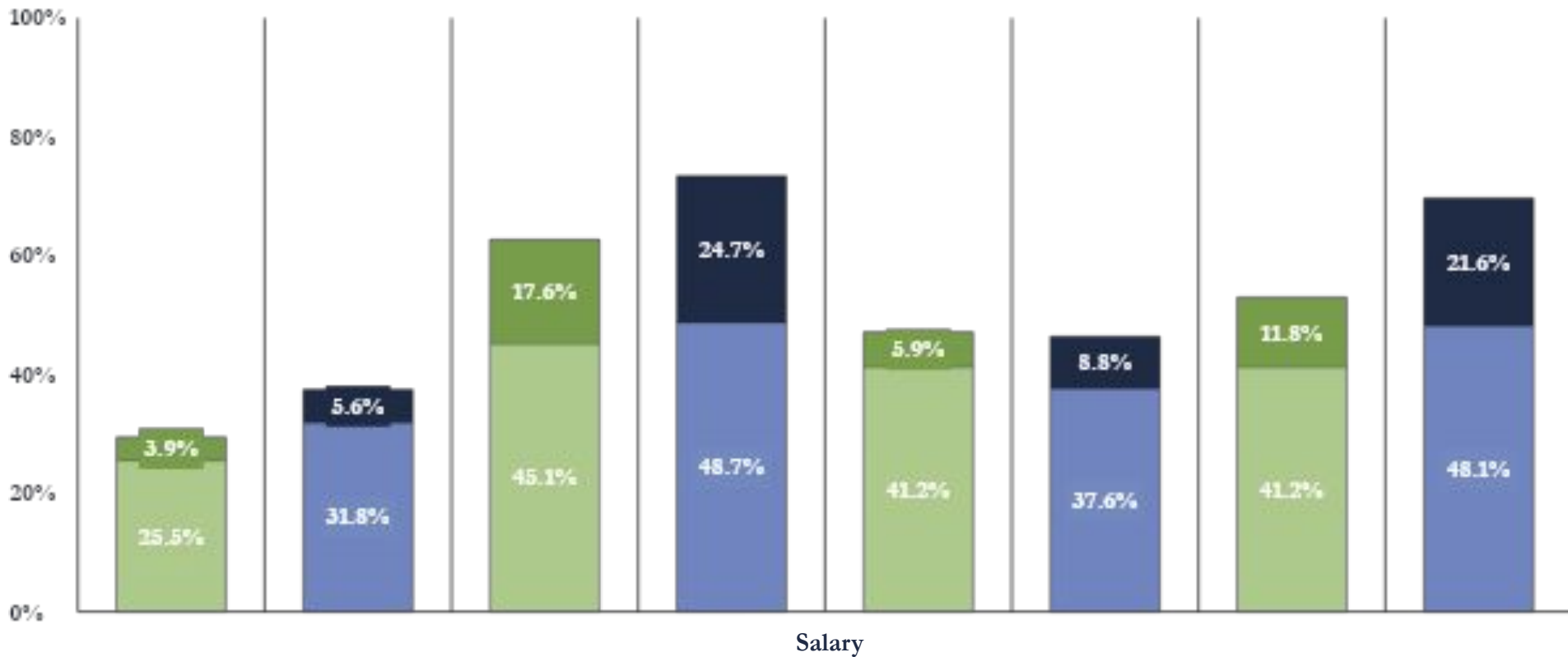
Autonomy and independence

Your Institution Teaching load

Very Satisfied

Satisfied

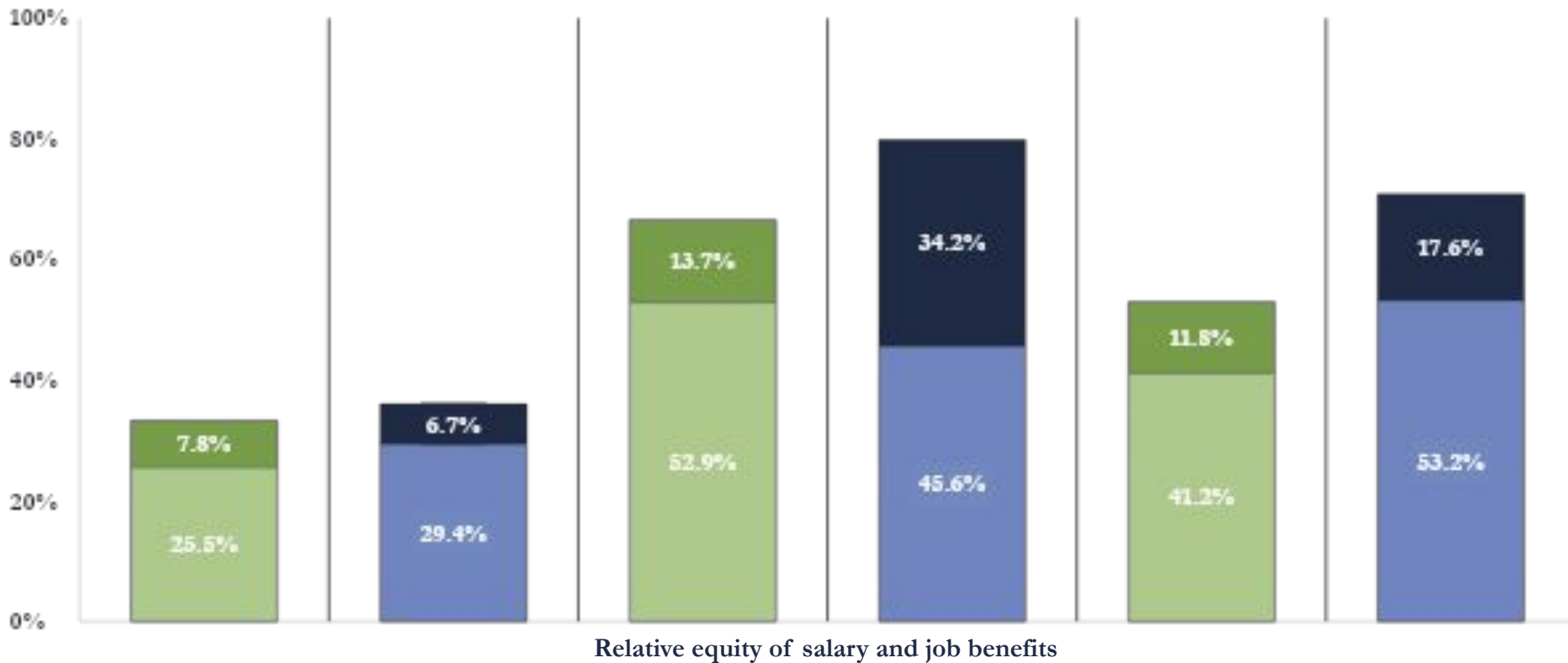
Satisfaction With Compensation



Your Institution
Retirement benefits
Opportunity for scholarly pursuits

- Very Satisfied
- Satisfied

Satisfaction With Pay Equity and Family Flexibility



Your Institution

- Very Satisfied
- Satisfied

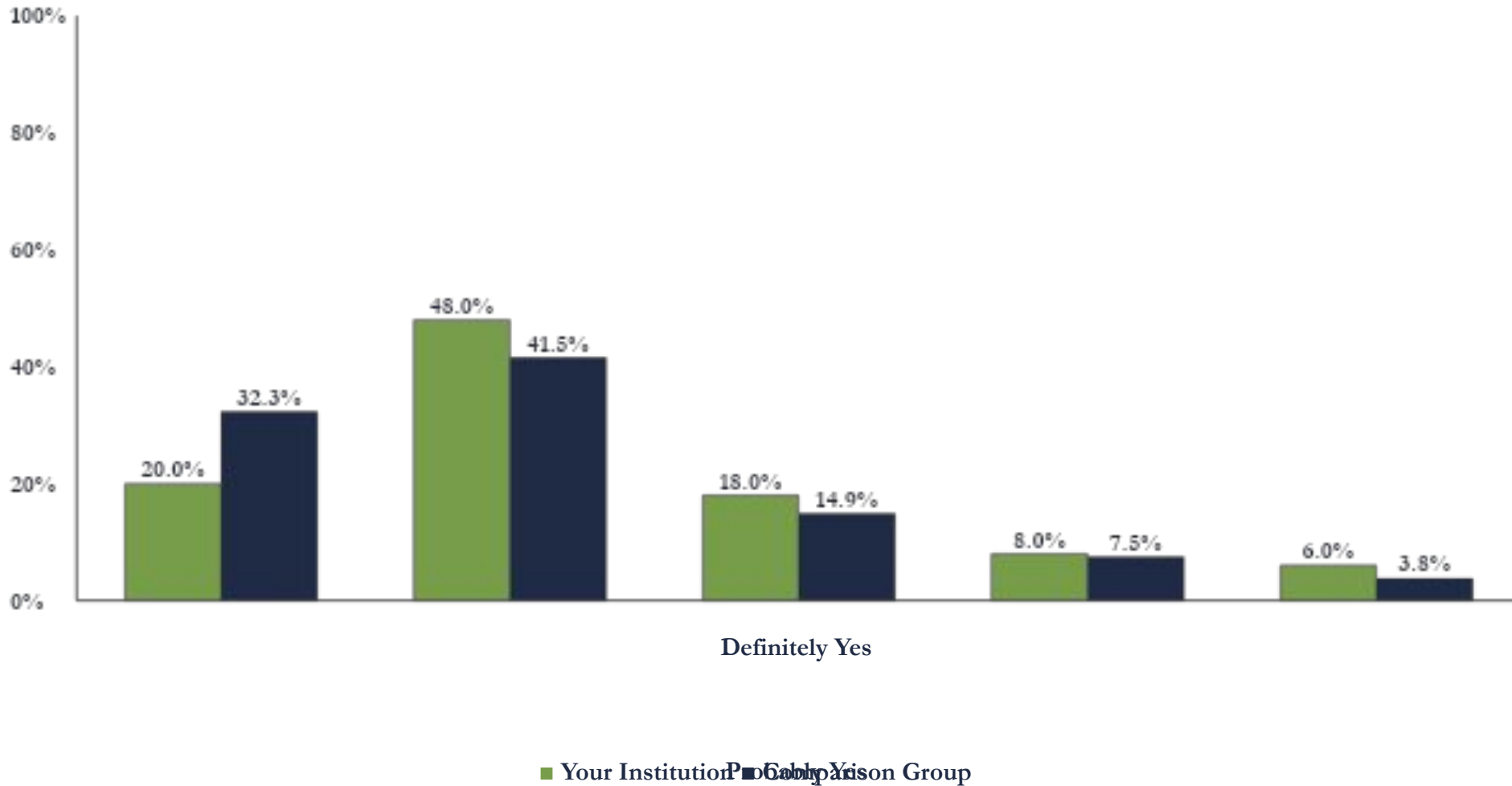
Comparison Group

Satisfaction With Relative Equity of Salary and Job Benefits, by Race/Ethnicity

Race	Your Institution	Comparison Group
Native American/Alaska Native		
<i>Very Satisfied</i>	--	--
<i>Satisfied</i>	--	--
Asian/Pacific Islander		
<i>Very Satisfied</i>	--	3.9%
<i>Satisfied</i>	--	31.1%
Black/African American		
<i>Very Satisfied</i>	--	4.9%
<i>Satisfied</i>	--	26.8%
Latina/o/e/x		
<i>Very Satisfied</i>	--	6.5%
<i>Satisfied</i>	--	19.6%
White		
<i>Very Satisfied</i>	6.7%	6.9%
<i>Satisfied</i>	24.4%	30.3%
Other Race/Ethnicity		
<i>Very Satisfied</i>	--	10.0%
<i>Satisfied</i>	--	40.0%
Two or more Races/Ethnicities		
<i>Very Satisfied</i>	--	9.0%
<i>Satisfied</i>	--	25.6%

Overall Satisfaction

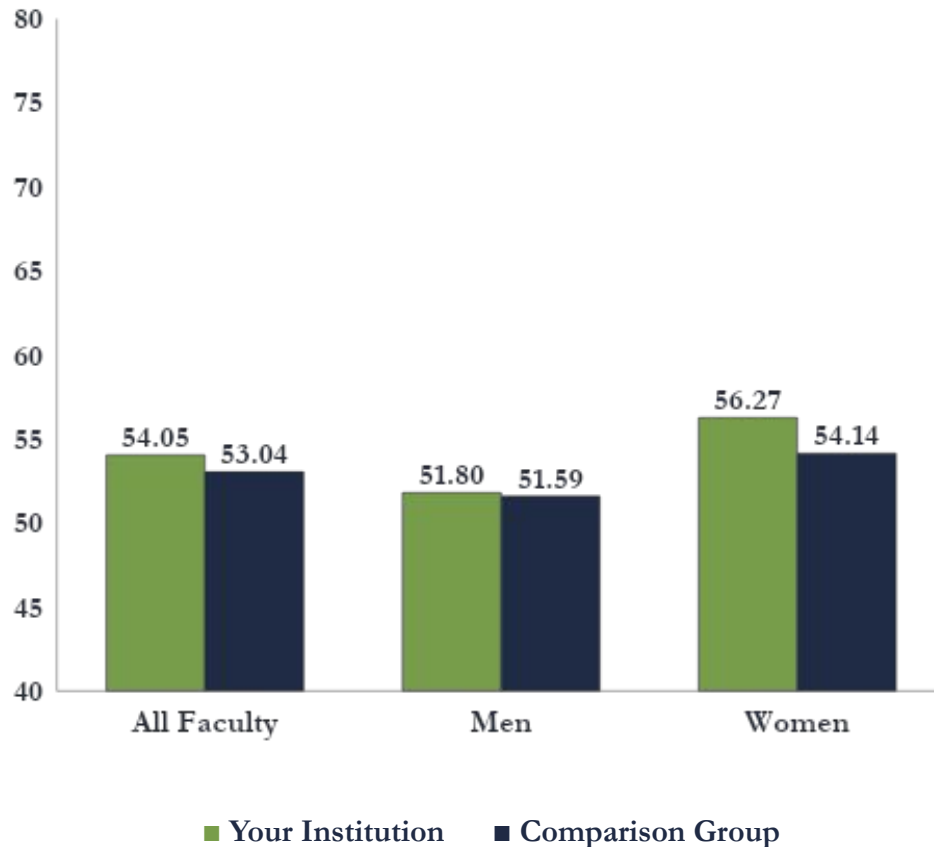
“If given the choice, would you still come to this institution?”



Sources of Faculty Stress

Career-Related Stress

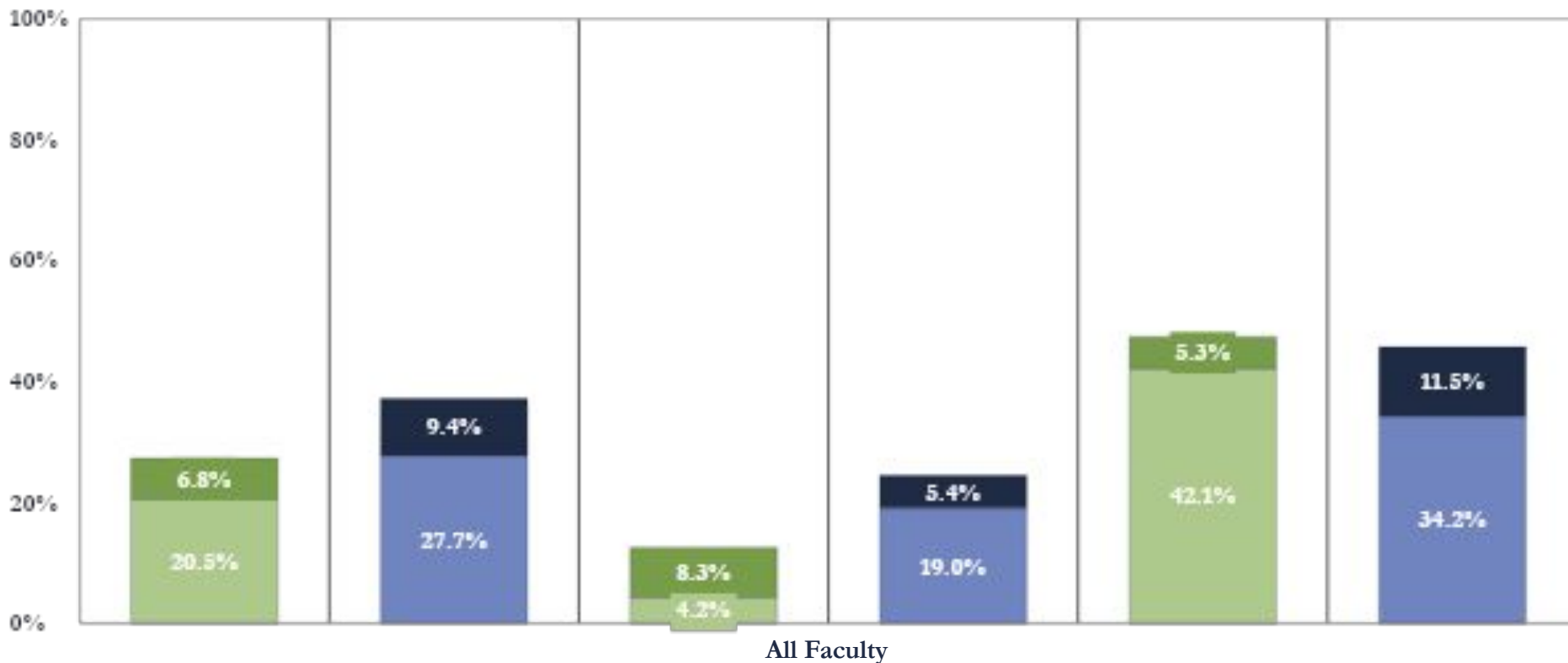
Career-Related Stress measures the amount of stress faculty experience related to their career.



Construct Items

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

Stress Due to Discrimination, by Gender



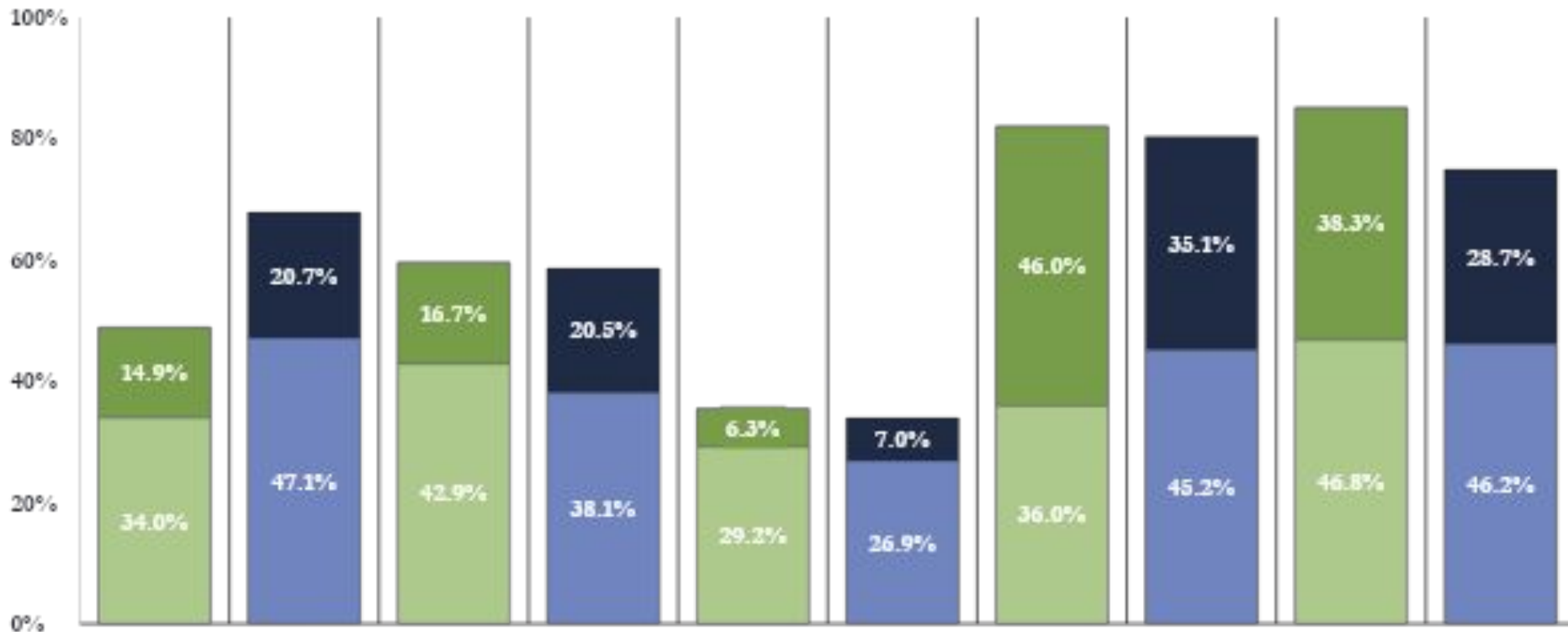
Your Institution **Men**
 ■ Extensive
 ■ Somewhat

Comparison Group **Women**

Stress Due to Discrimination, by Race/Ethnicity

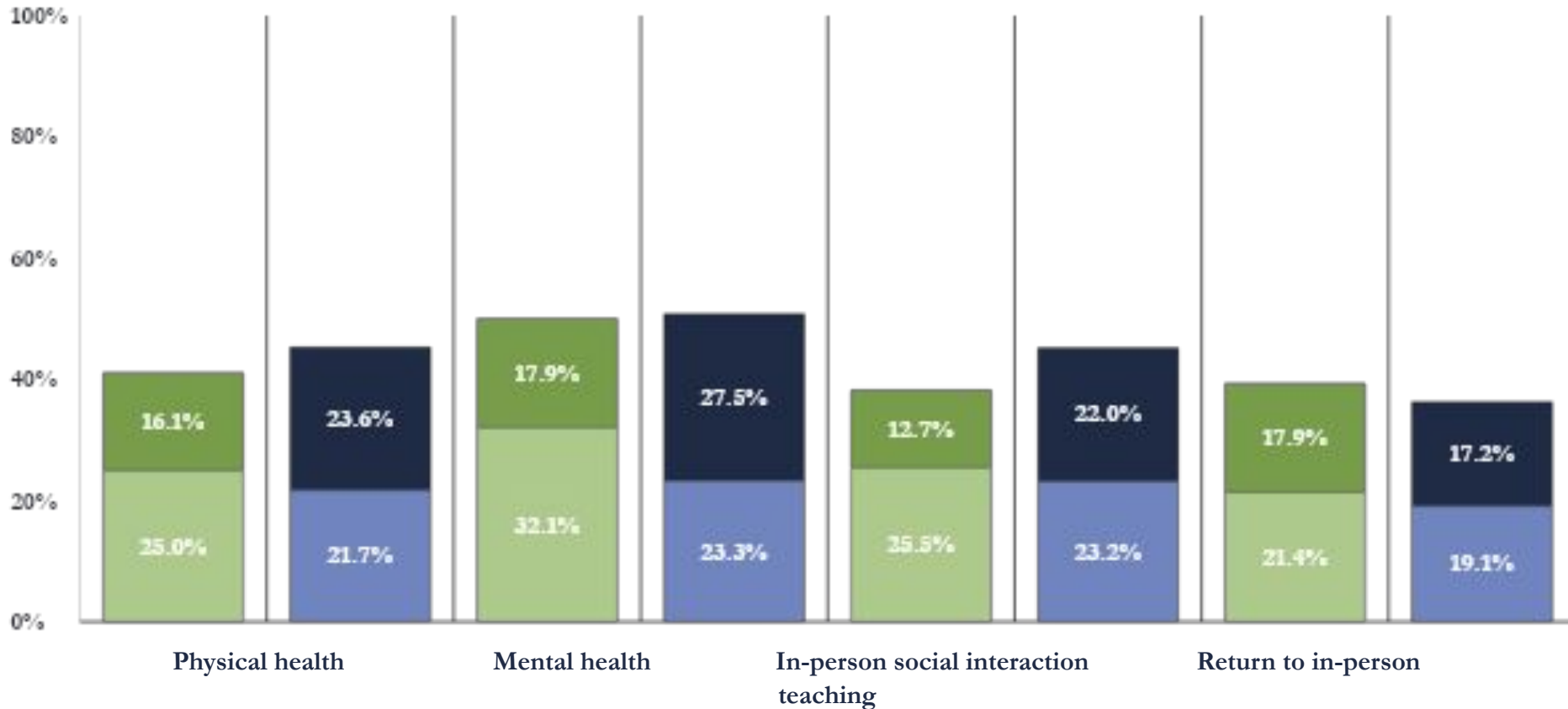
Race	Your Institution	Comp Group
Native American/Alaska Native		
<i>Extensive</i>	--	--
<i>Somewhat</i>	--	--
Asian/Pacific Islander		
<i>Extensive</i>	--	17.3%
<i>Somewhat</i>	--	30.6%
Black/African American		
<i>Extensive</i>	--	22.5%
<i>Somewhat</i>	--	47.5%
Latina/o/e/x		
<i>Extensive</i>	--	19.0%
<i>Somewhat</i>	--	28.6%
White		
<i>Extensive</i>	5.1%	7.3%
<i>Somewhat</i>	20.5%	25.2%
Other Race/Ethnicity		
<i>Extensive</i>	--	25.0%
<i>Somewhat</i>	--	12.5%
Two or more Races/Ethnicities		
<i>Extensive</i>	--	9.1%
<i>Somewhat</i>	--	40.3%

Additional Sources of Stress



Review/promotion process
 Your Institution
 Extensive
 Somewhat
 Job security
 Comparison Group

Sources of Stress Due to the COVID-19 Pandemic

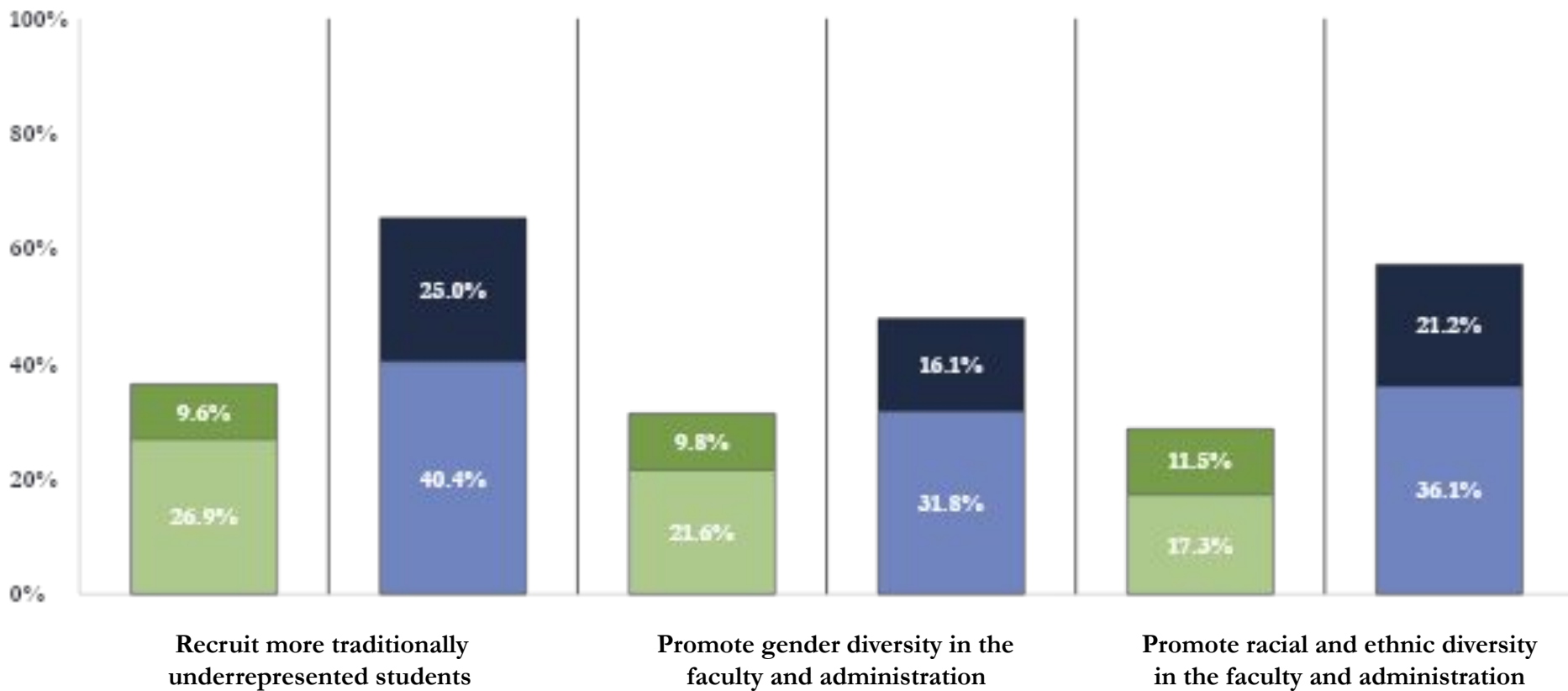


Your Institution

- To a Very Large Extent
- To a Large Extent

Faculty Perspectives on Campus Climate

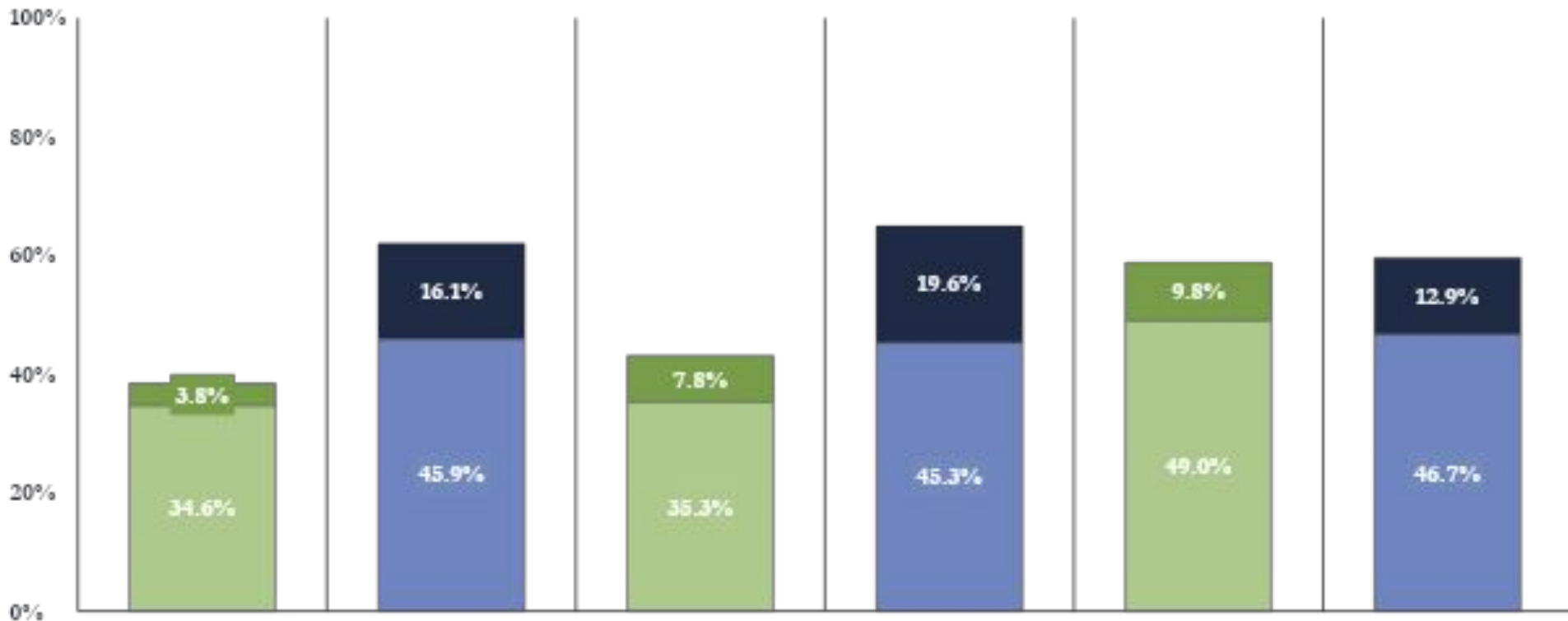
Institutional Priority: Commitment to Diversity



Your Institution
 ■ Highest Priority
 ■ High Priority

Comparison Group

Perspectives on Campus Climate for Diversity



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

This institution takes responsibility for educating underprepared students

Your Institution

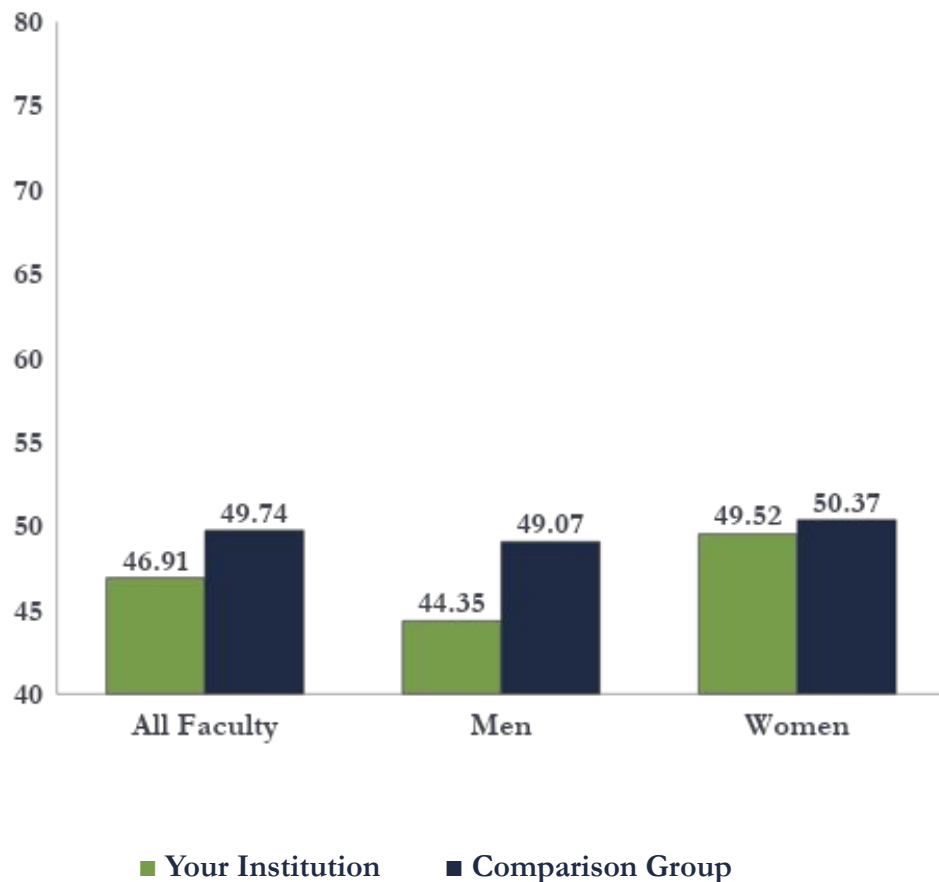
Faculty are not prepared to deal with conflict over diversity issues in the classroom

Somewhat Agree

Comparison Group

Institutional Priority: Civic Engagement

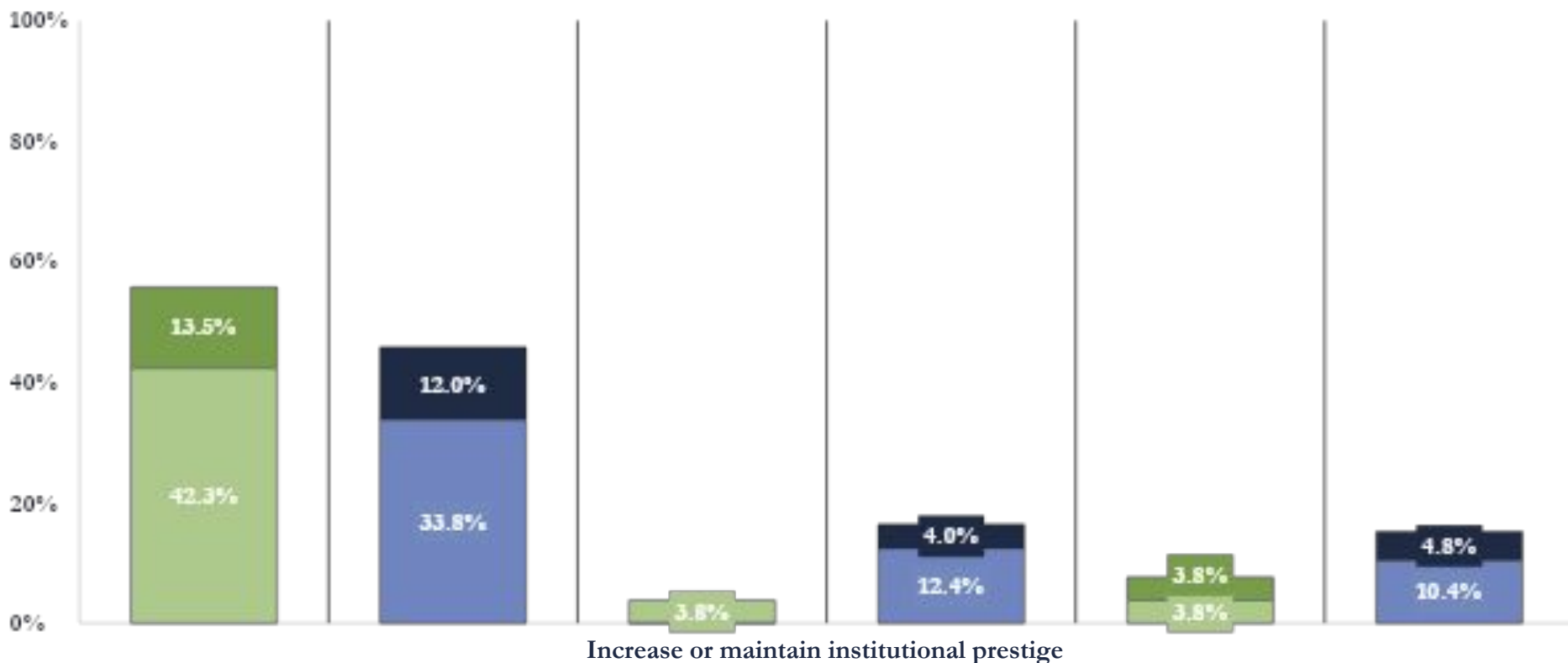
Civic Engagement measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.



Construct Items

- Facilitate student involvement in community service
- Provide resources for faculty to engage in community-based teaching or research
- Create and sustain partnerships with surrounding communities

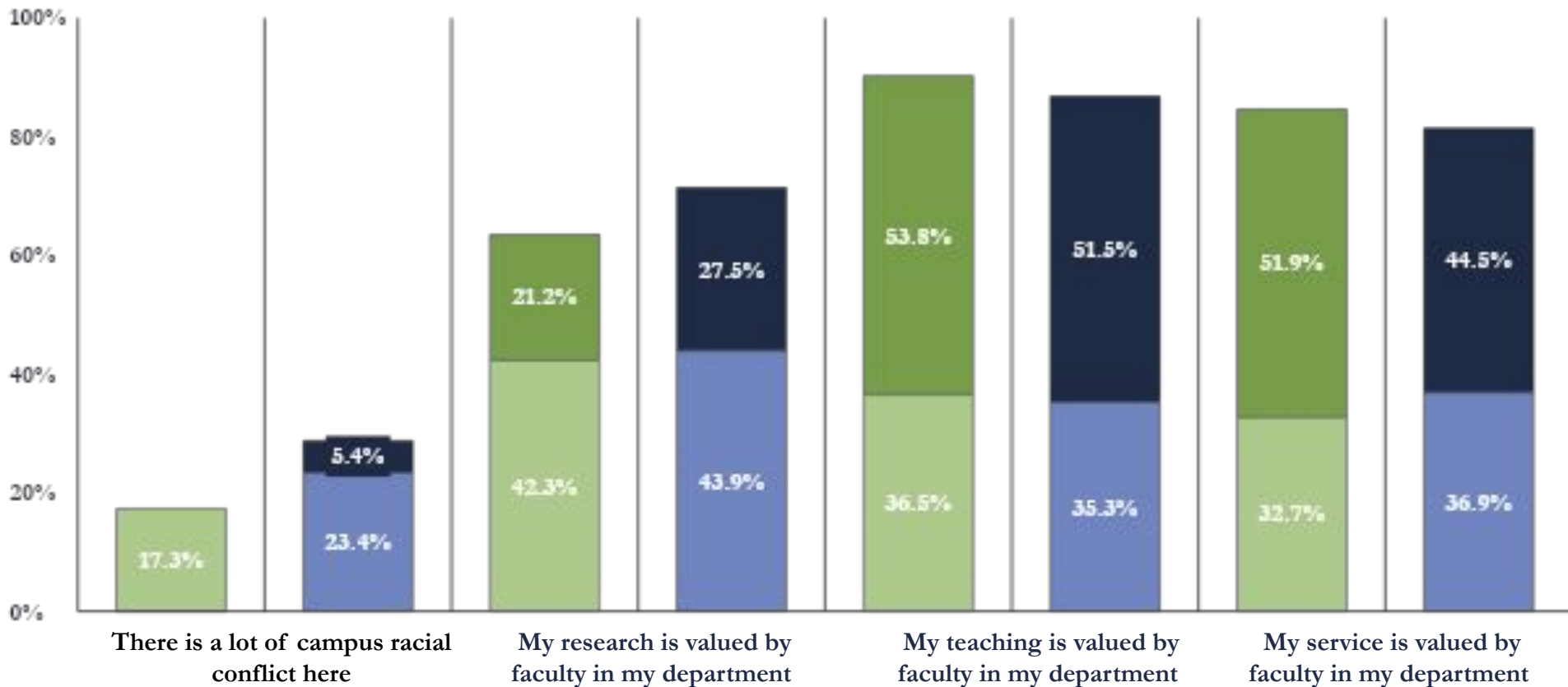
Institutional Priority: Increasing Prestige



Your Institution **Hire faculty "stars"**

- Highest Priority
- High Priority

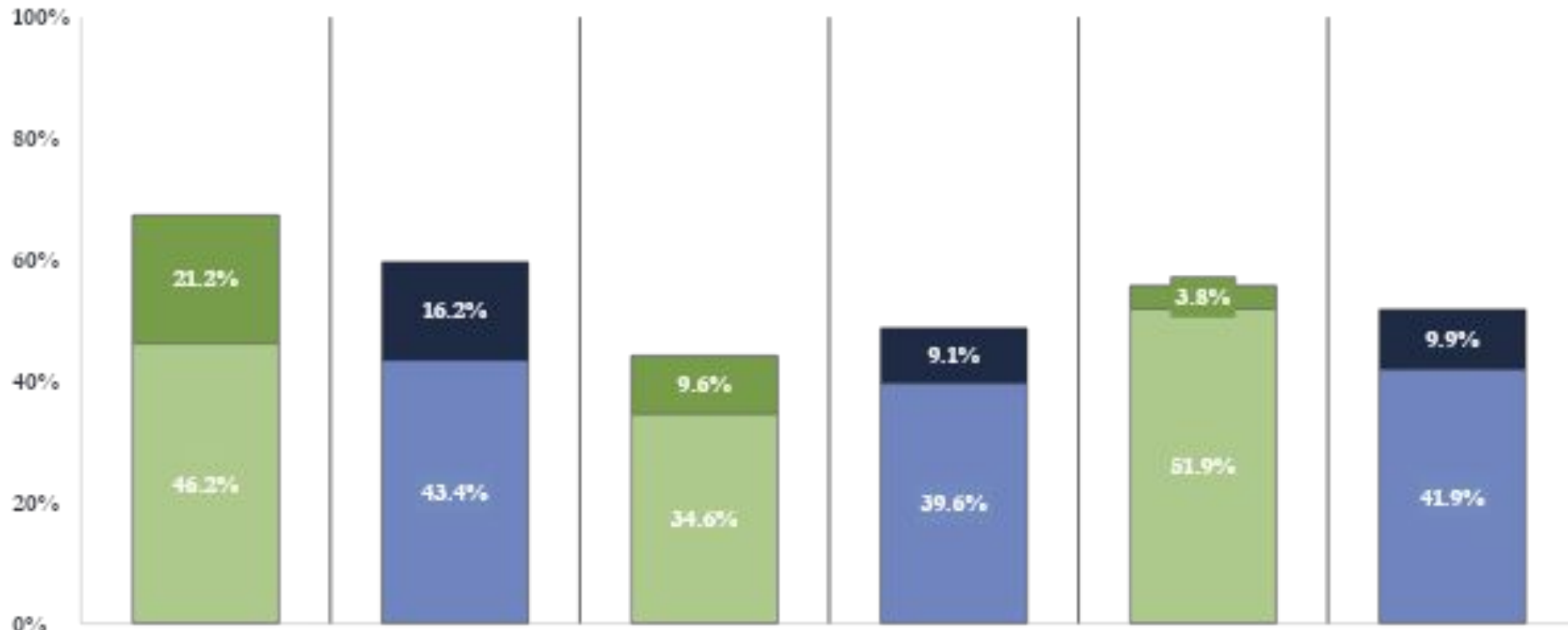
Perspectives on Campus and Departmental Climate



Your Institution
 ■ Strongly Agree
 ■ Somewhat Agree

Comparison Group

Perspectives on Shared Governance



The faculty are typically at odds with campus administration

Administrators consider faculty concerns when making policy

Your Institution

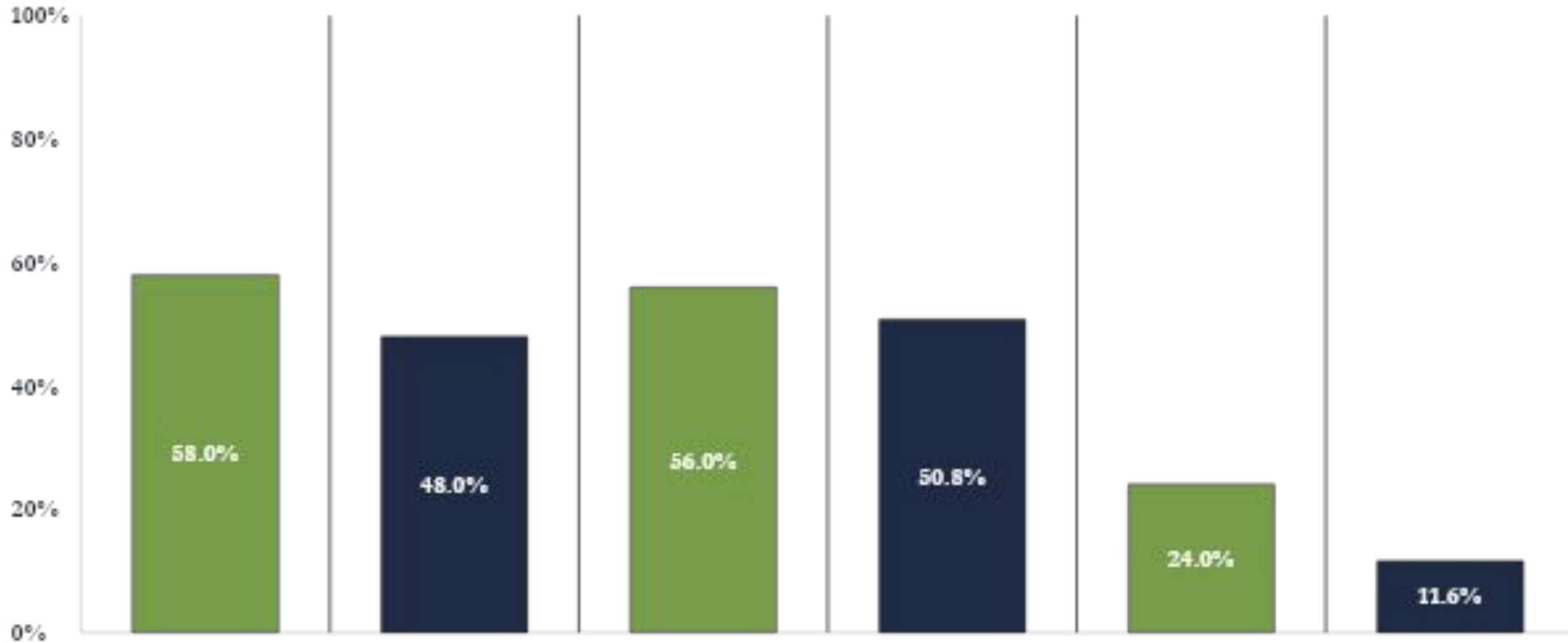
Strongly Agree

Faculty are sufficiently involved in campus decision-making

Somewhat Agree

Commitment to the Institution

Percentage of respondents who replied “Yes”



In the past year, have you considered leaving academe for another job?

In the past year, have you considered leaving this institution for another?

■ Your Institution ■ Comparison Group
Do you plan to retire within the next three years?



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
Staff Climate Survey

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