

# Truman State University Off-Cycle HERI Faculty Survey 2023-2024 Results

Full-Time Undergraduate Teaching Faculty

Truman State University  
N=85

4yr Colleges  
N=777

# THE FACULTY EXPERIENCE

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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.

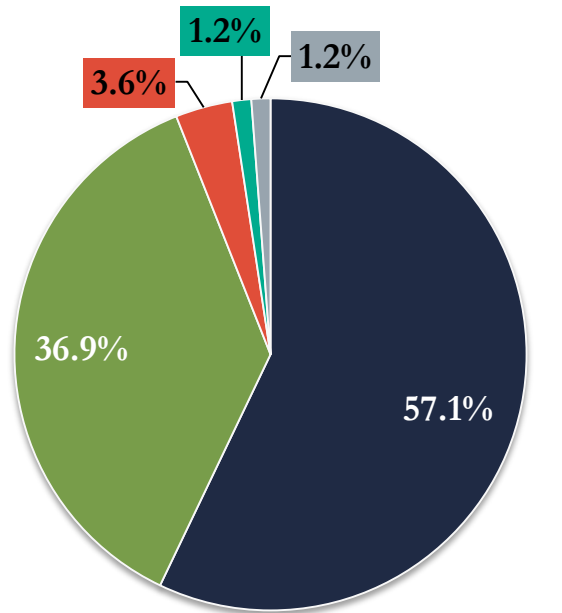
## Constructs

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

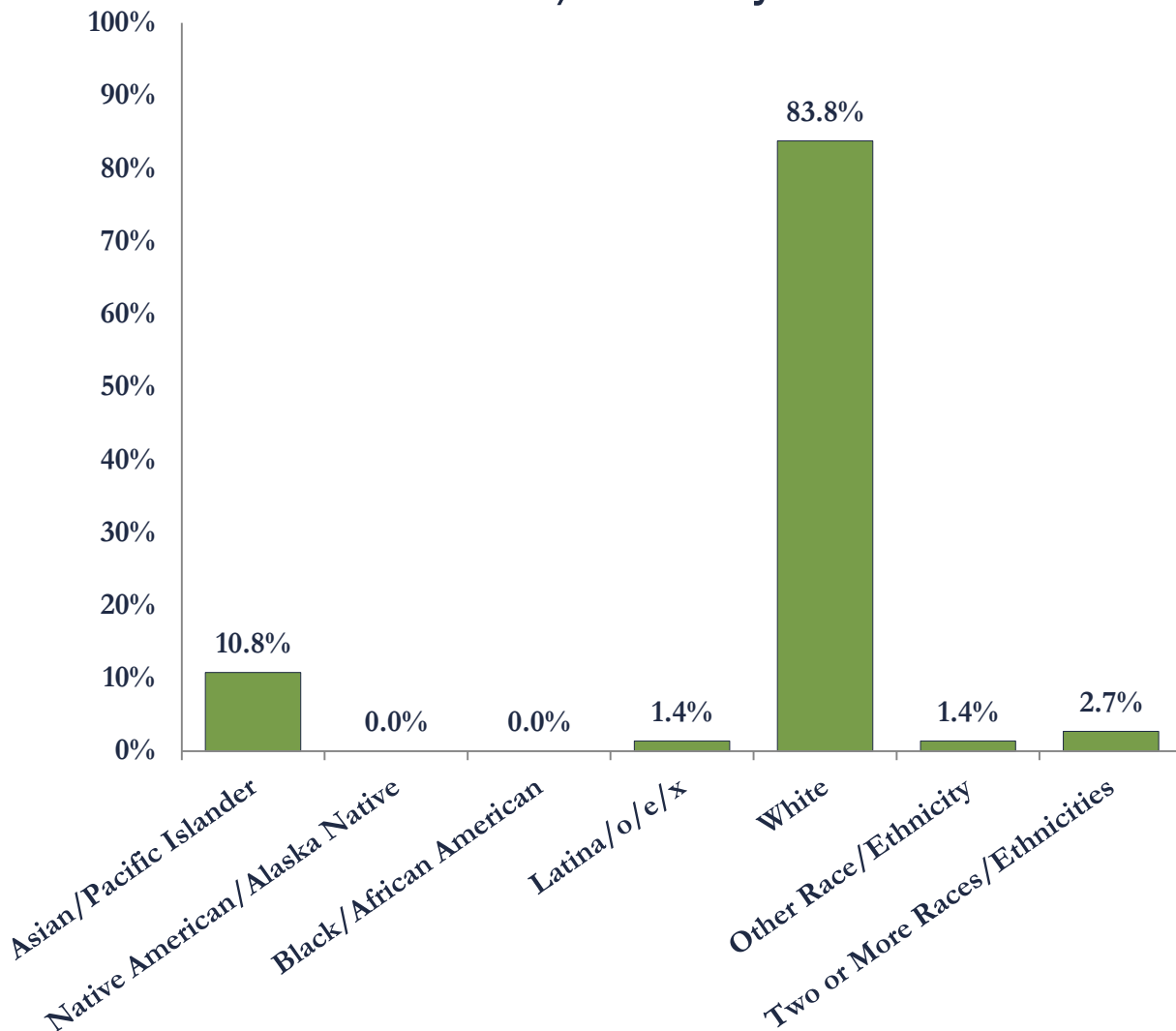
# Demographics

## Gender



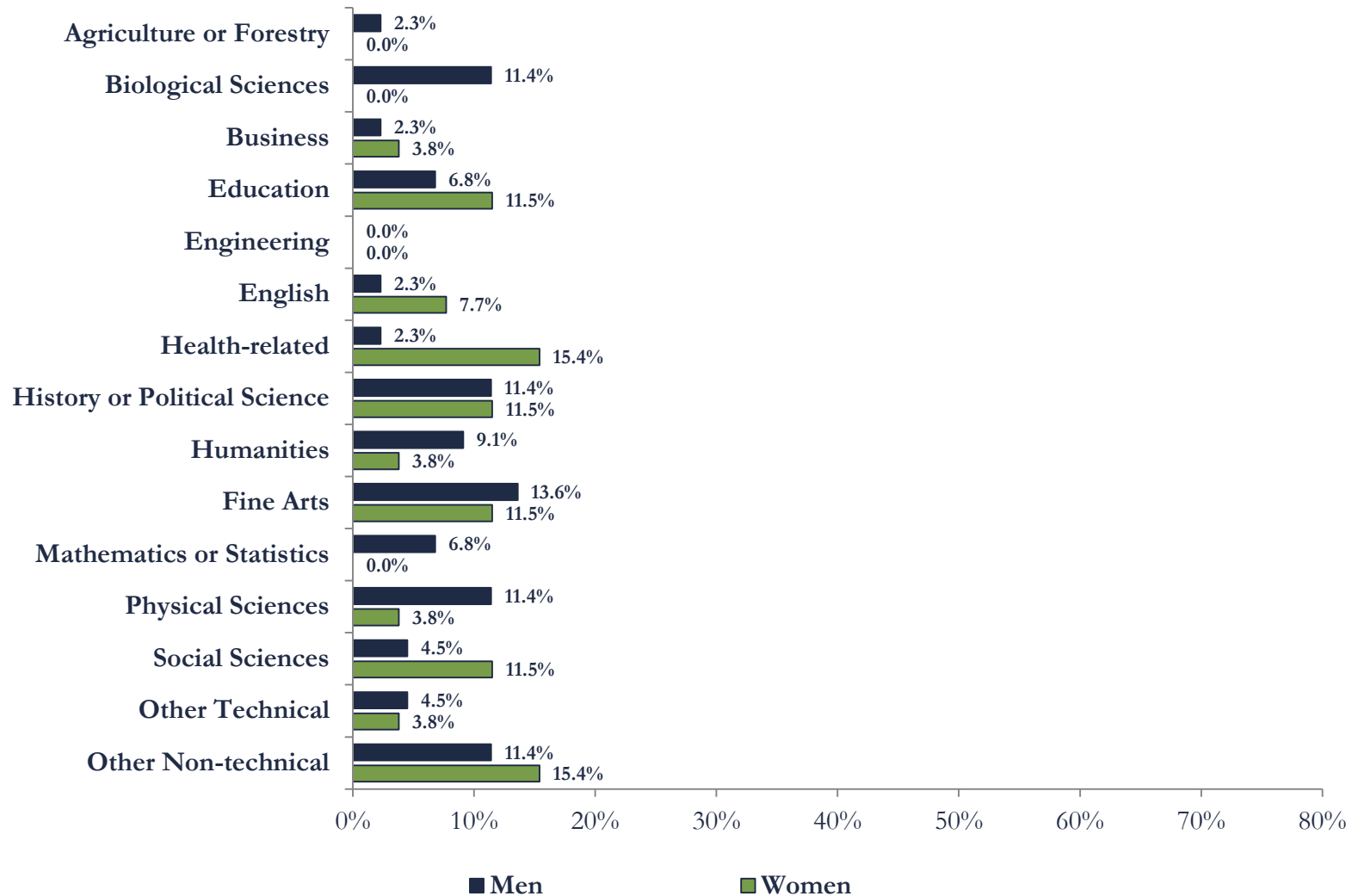
- Man
- Woman
- Non-binary
- Genderqueer/Gender non-conforming
- Not listed

## Race/Ethnicity



# Demographics

## Academic Department (Aggregated)

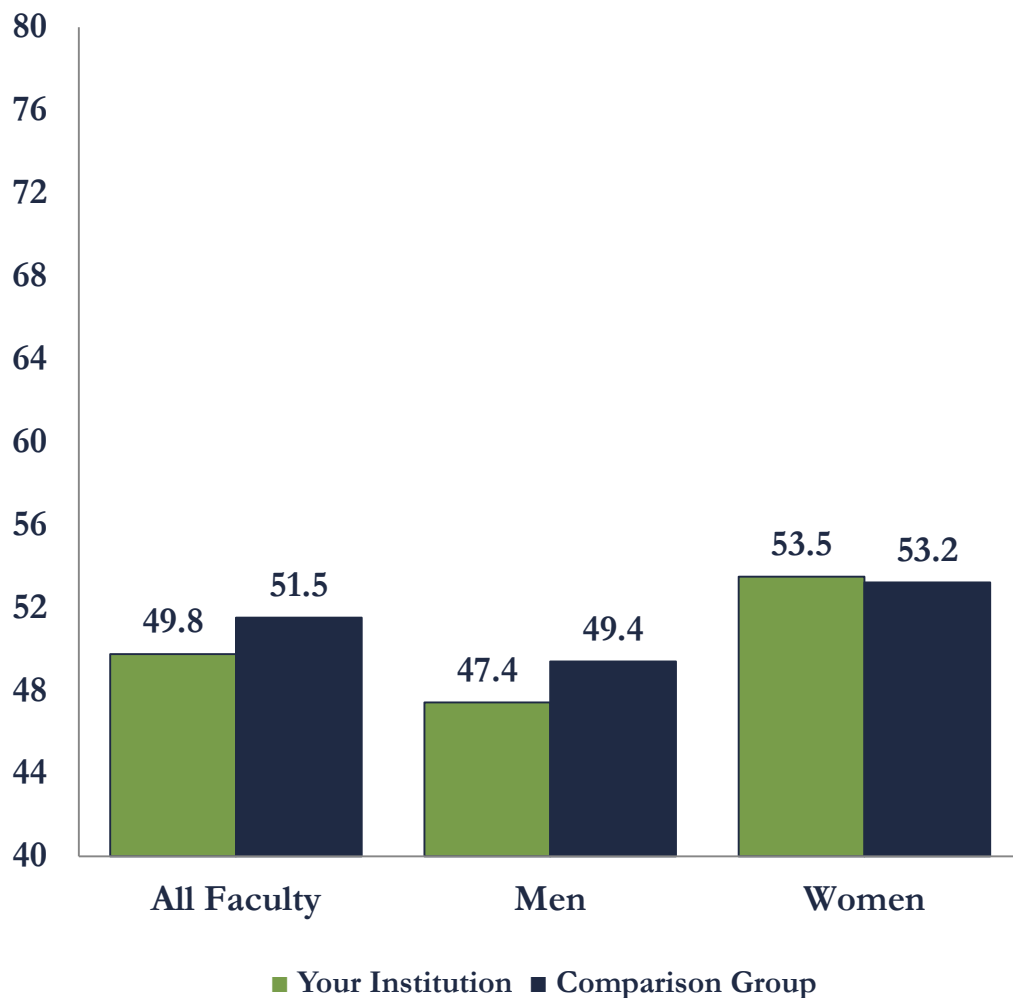


# Teaching Practices



# Student-Centered Pedagogy

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

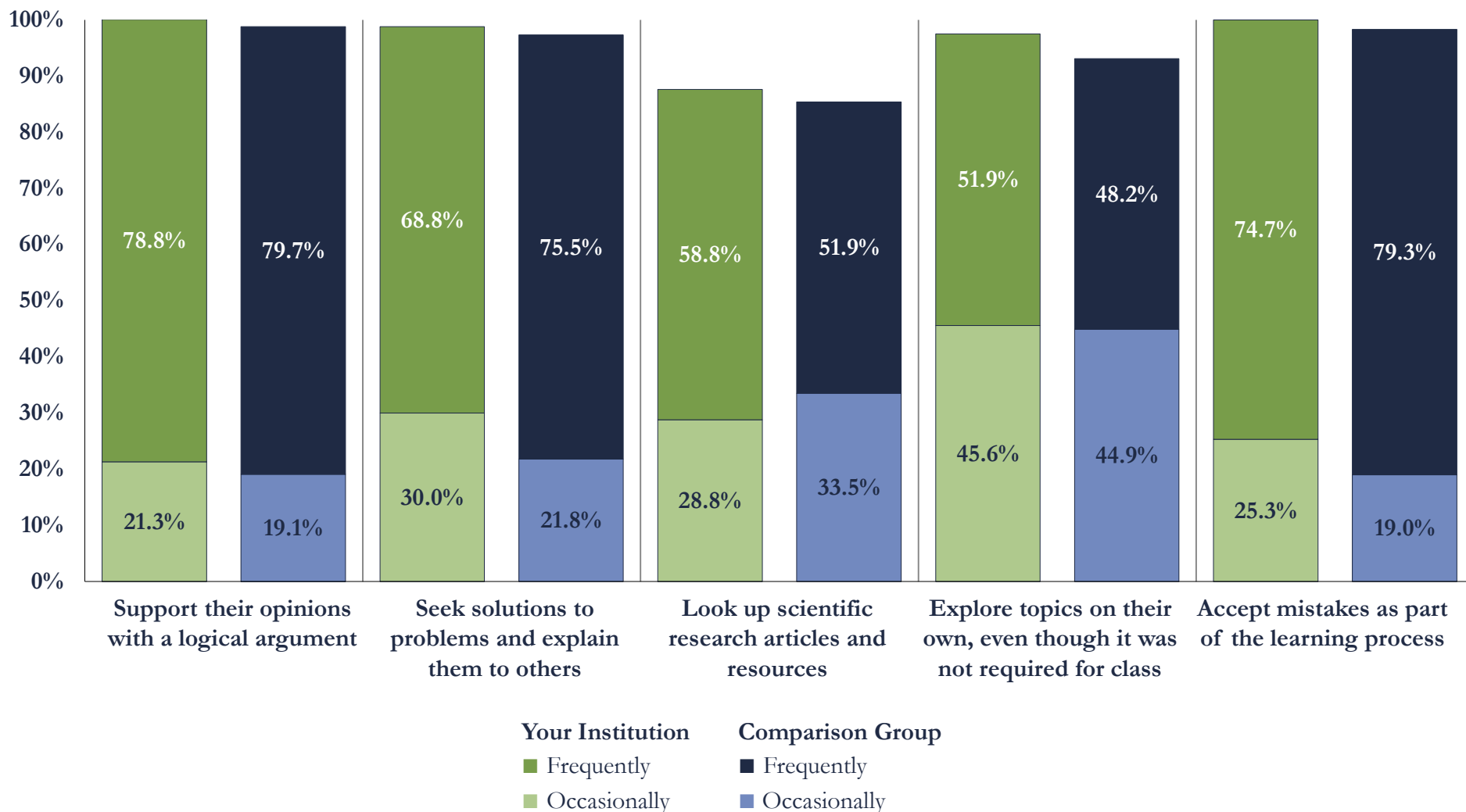


## Construct Items

- 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

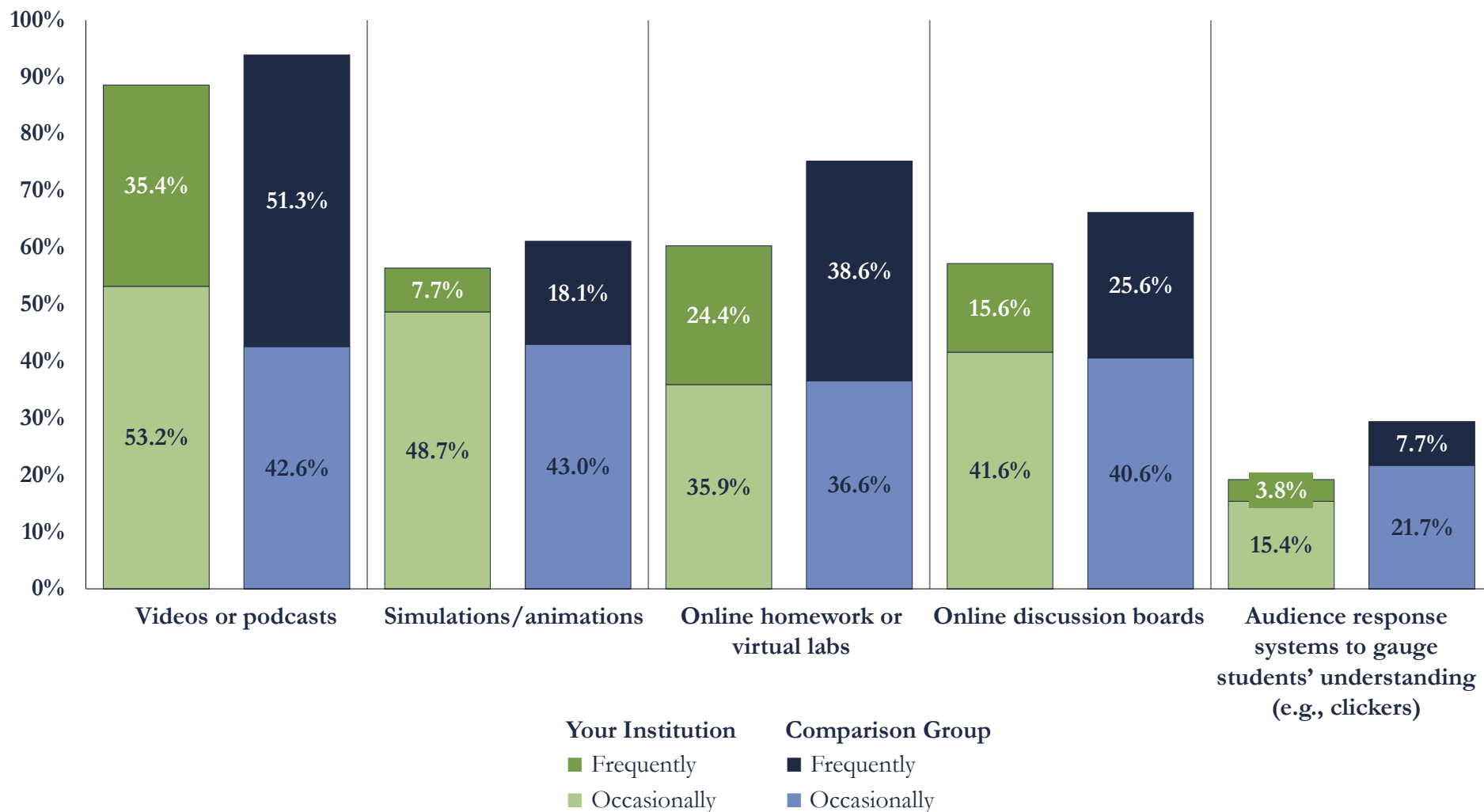
# Habits of Mind

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

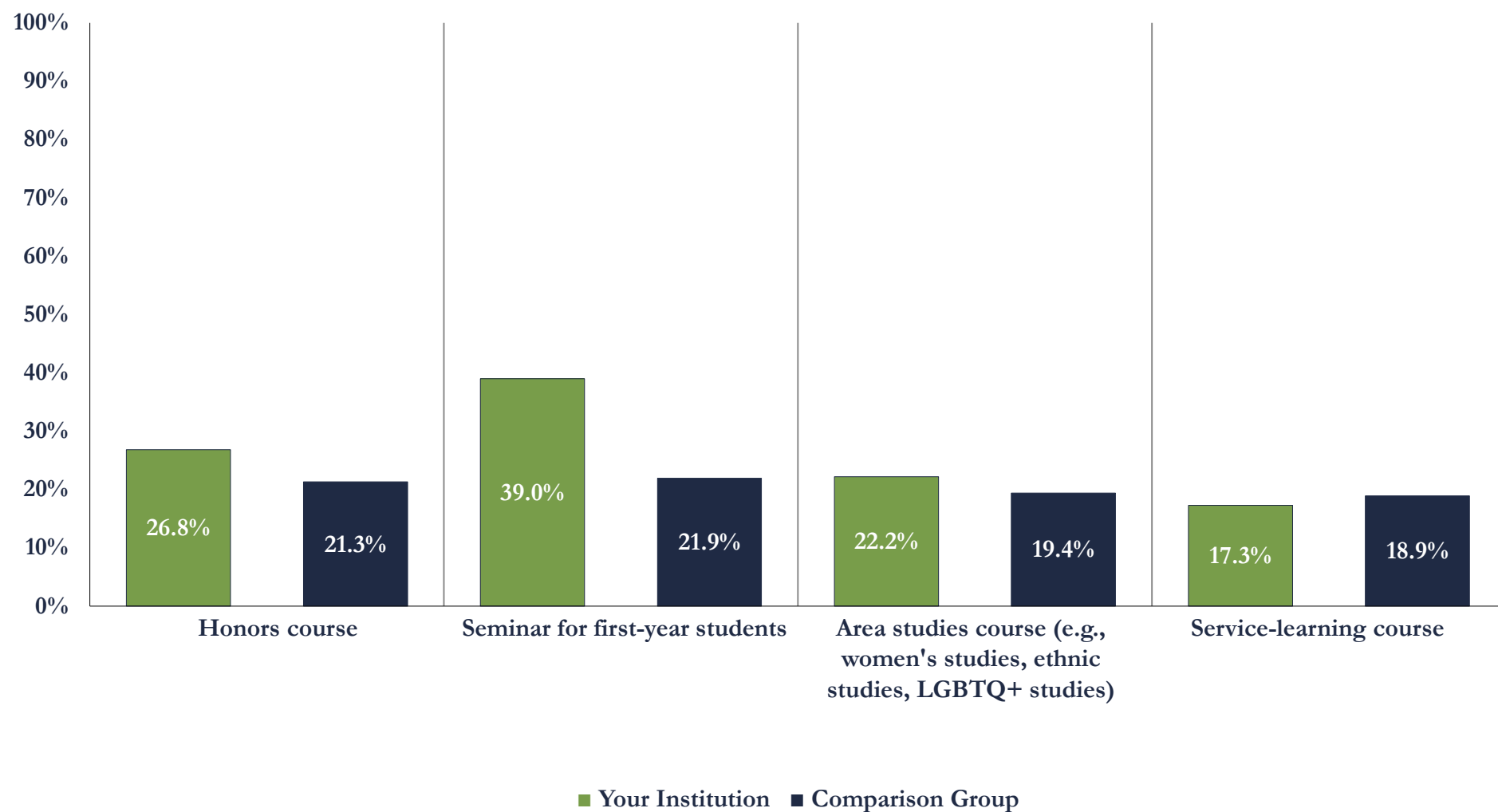


# Technology in the Classroom

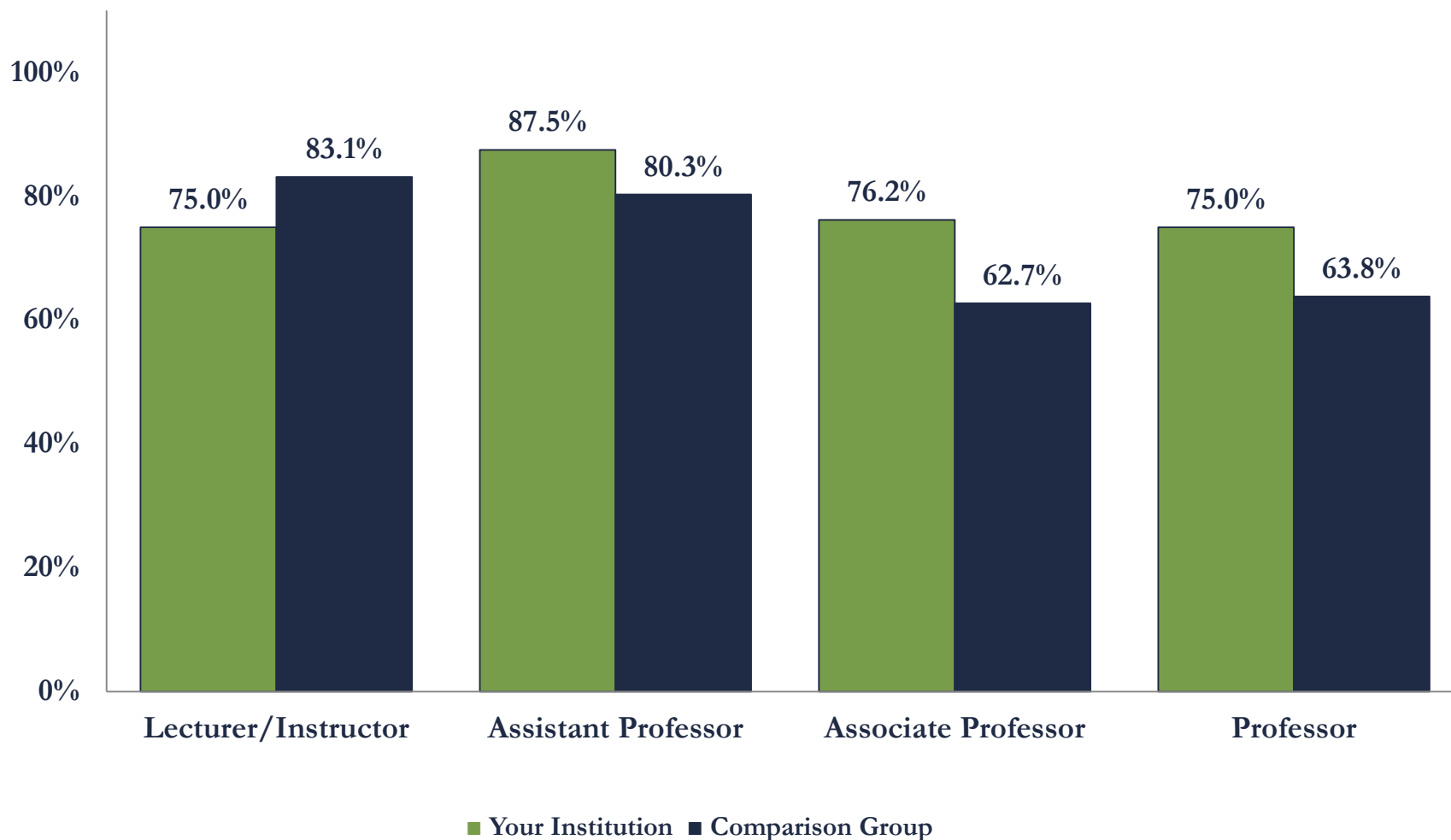
Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.



# Types of Courses Taught During the Past Three Years



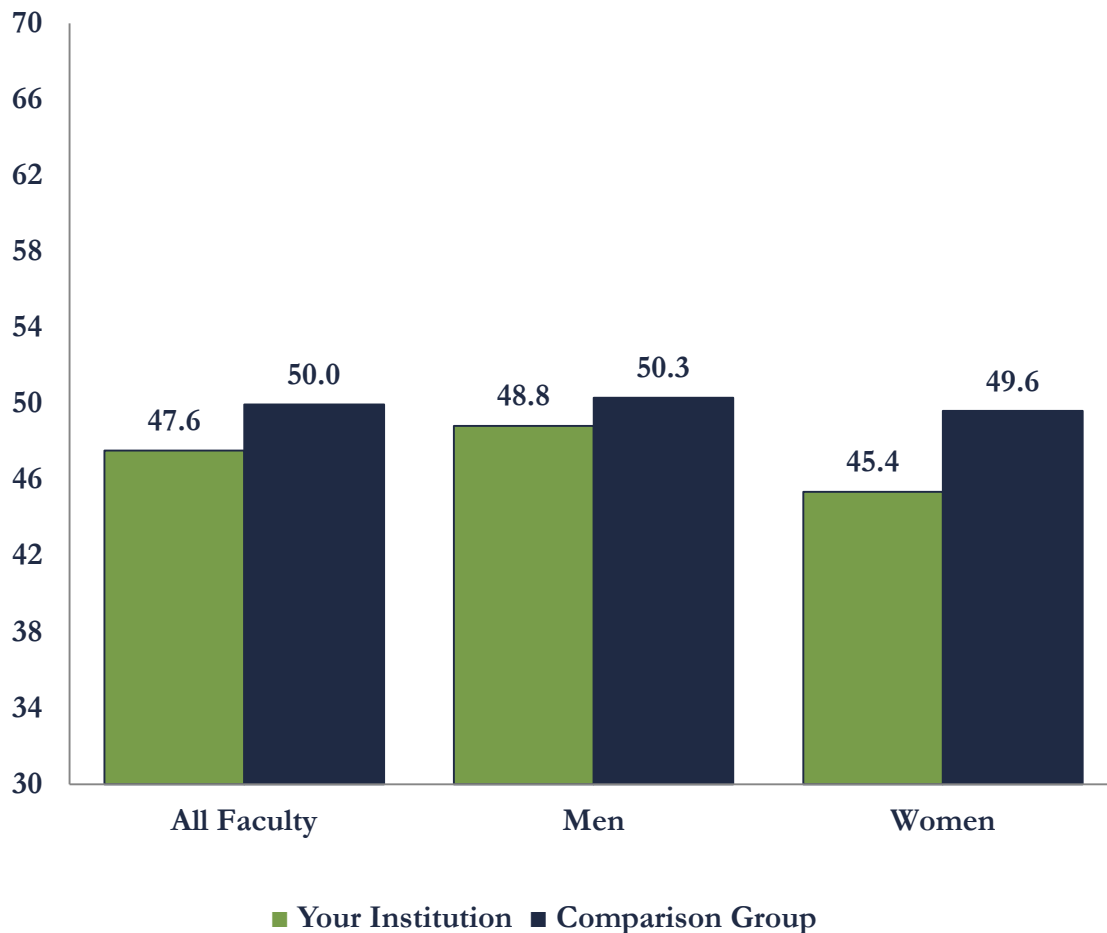
## Percent Teaching Three or More Courses This Term, by Rank



# Research Activities

# Scholarly Productivity

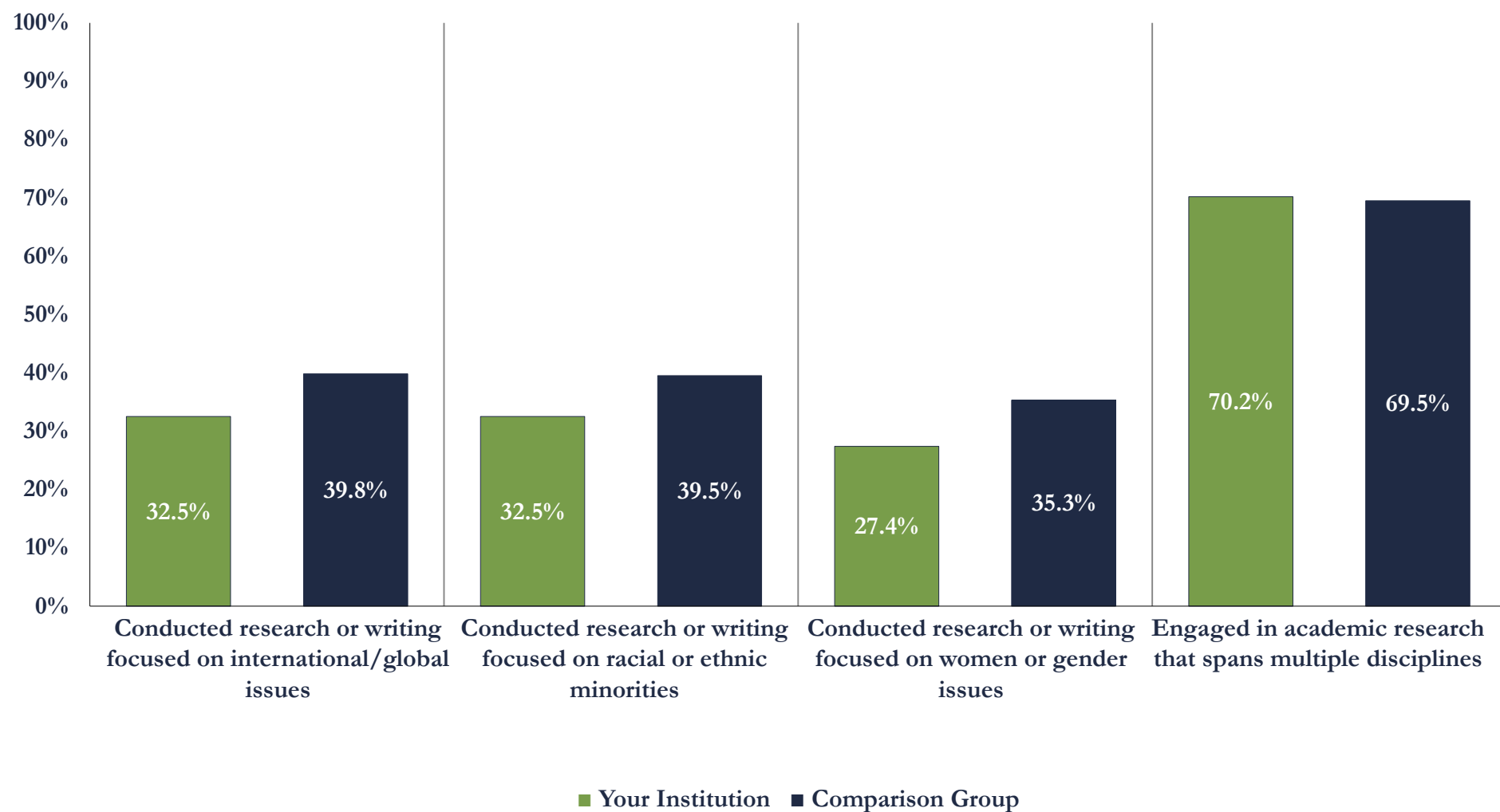
*Scholarly Productivity is a unified measure of the scholarly activity of faculty*



## Construct Items

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

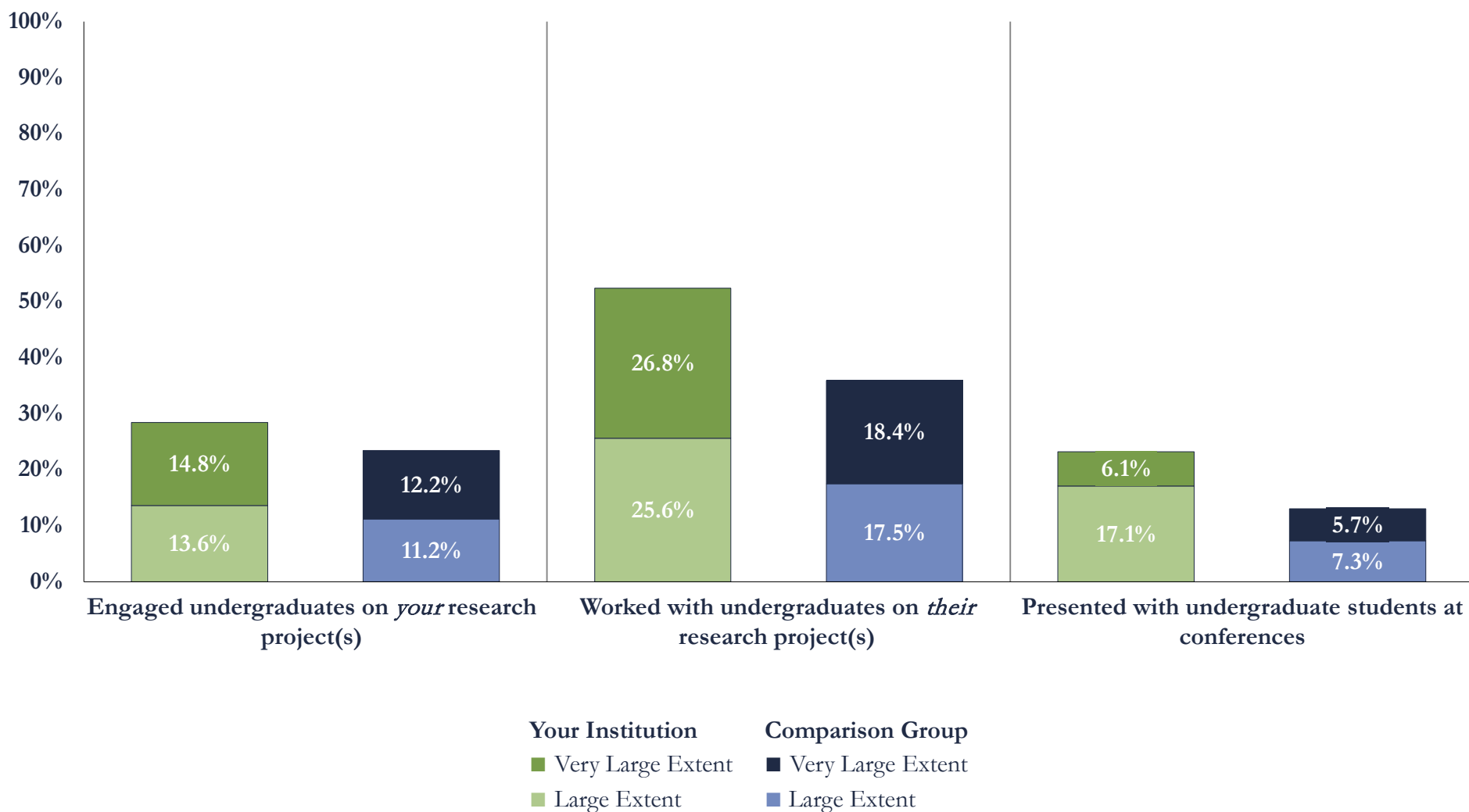
# Foci of Faculty Research





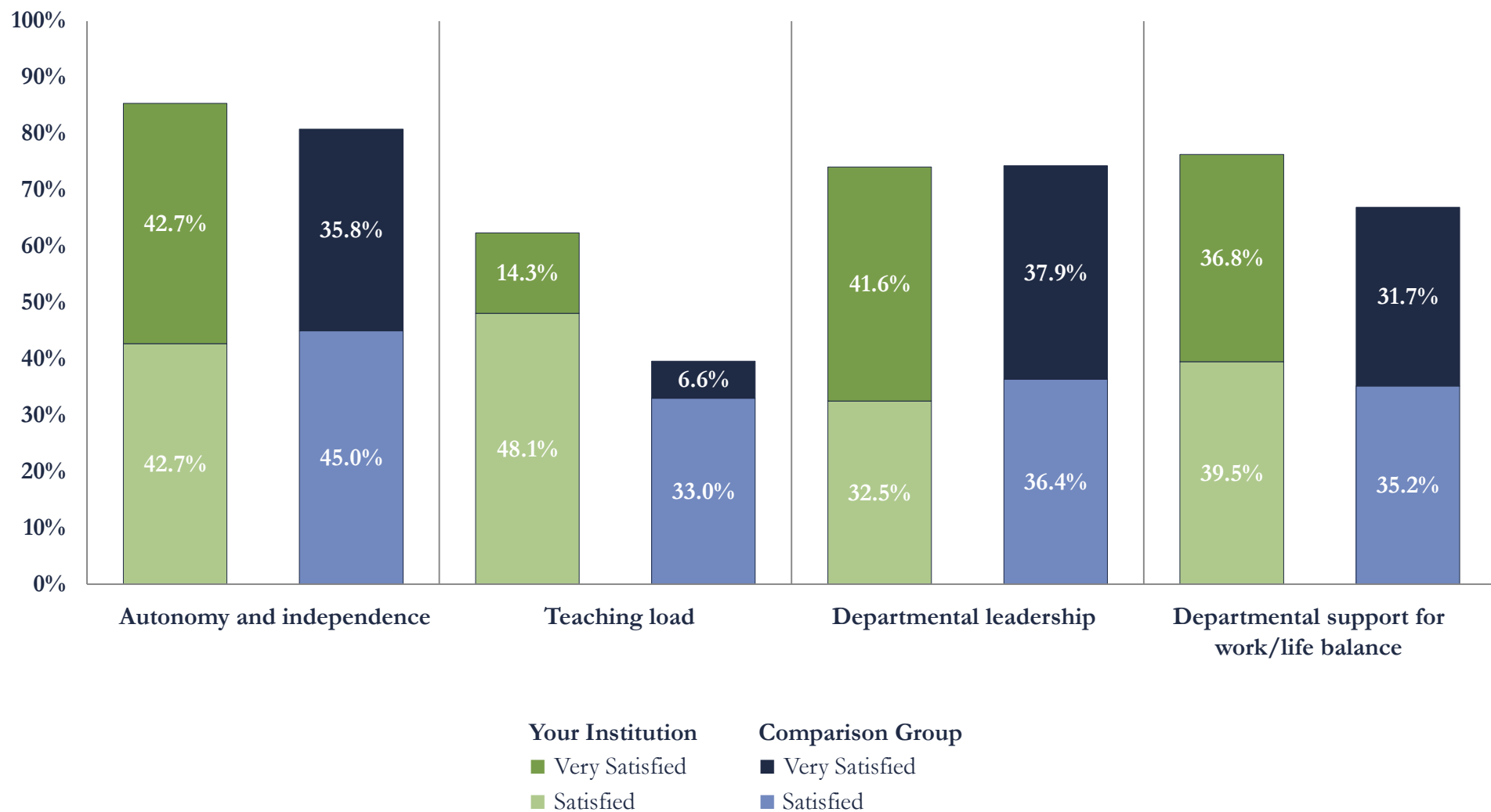
# Faculty Collaboration With Undergraduates

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

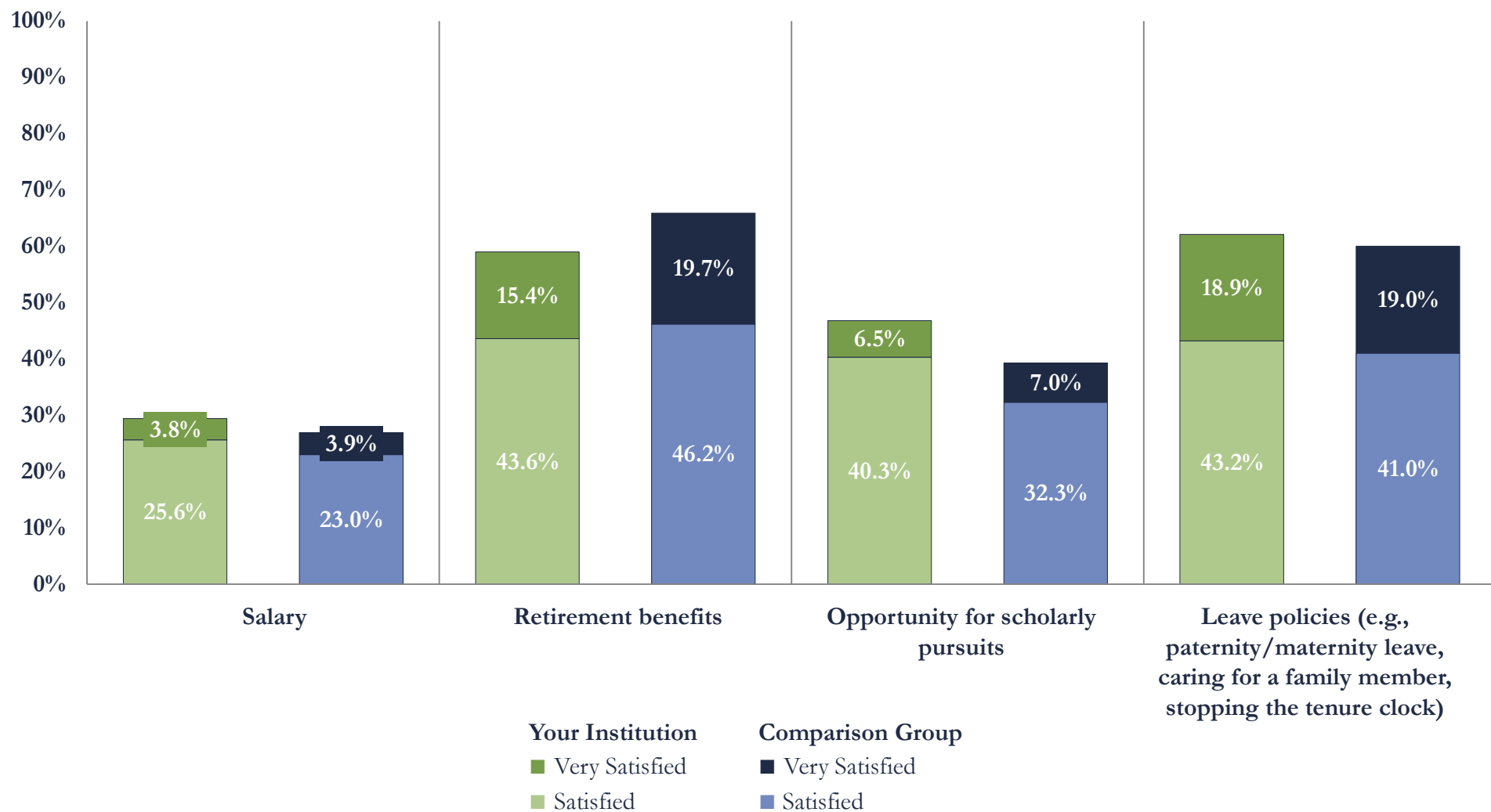


# Faculty Satisfaction

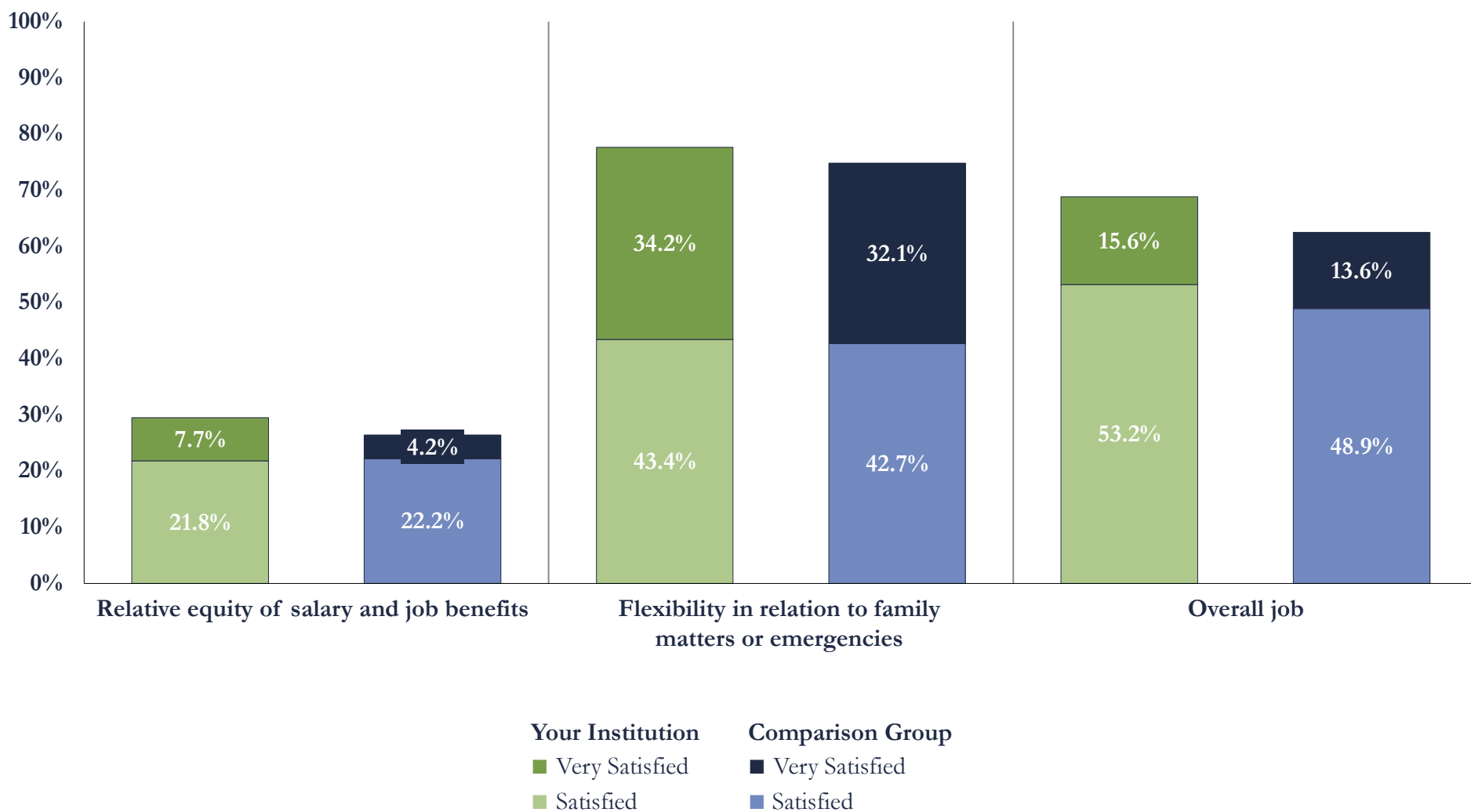
# Workplace Satisfaction



# Satisfaction With Compensation



# Satisfaction With Pay Equity and Family Flexibility

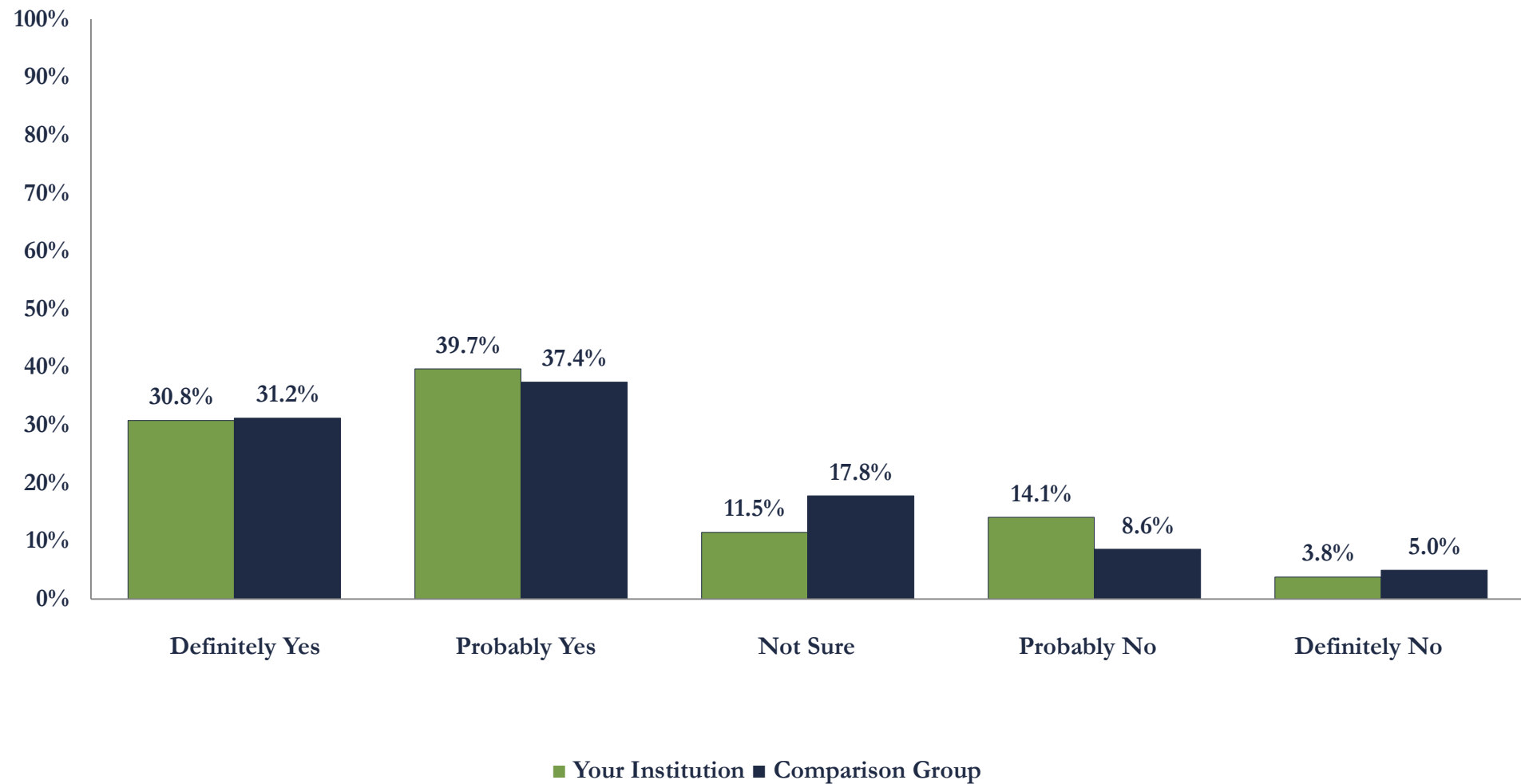


# Satisfaction With Relative Equity of Salary and Job Benefits, by Race/Ethnicity

Race	Your Institution	Comparison Group
<b>Native American/Alaska Native</b>		
<i>Very Satisfied</i>	–	–
<i>Satisfied</i>	–	–
<b>Asian/Pacific Islander</b>		
<i>Very Satisfied</i>	12.5%	6.8%
<i>Satisfied</i>	25.0%	22.0%
<b>Black/African American</b>		
<i>Very Satisfied</i>	–	0.0%
<i>Satisfied</i>	–	31.3%
<b>Latina/o/e/x</b>		
<i>Very Satisfied</i>	–	3.8%
<i>Satisfied</i>	–	38.5%
<b>White</b>		
<i>Very Satisfied</i>	8.1%	3.8%
<i>Satisfied</i>	22.6%	21.6%
<b>Other Race/Ethnicity</b>		
<i>Very Satisfied</i>	–	8.3%
<i>Satisfied</i>	–	8.3%
<b>Two or more Races/Ethnicities</b>		
<i>Very Satisfied</i>	–	4.3%
<i>Satisfied</i>	–	34.8%

# Overall Satisfaction

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

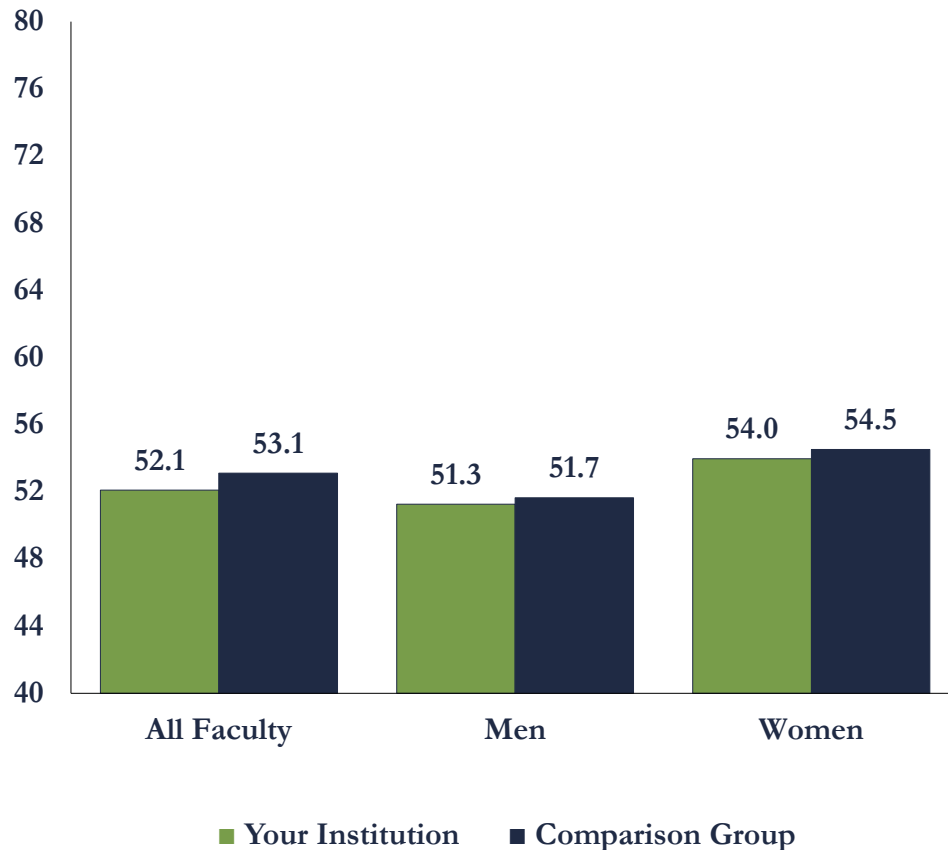


# Sources of Faculty Stress



# Career-Related Stress

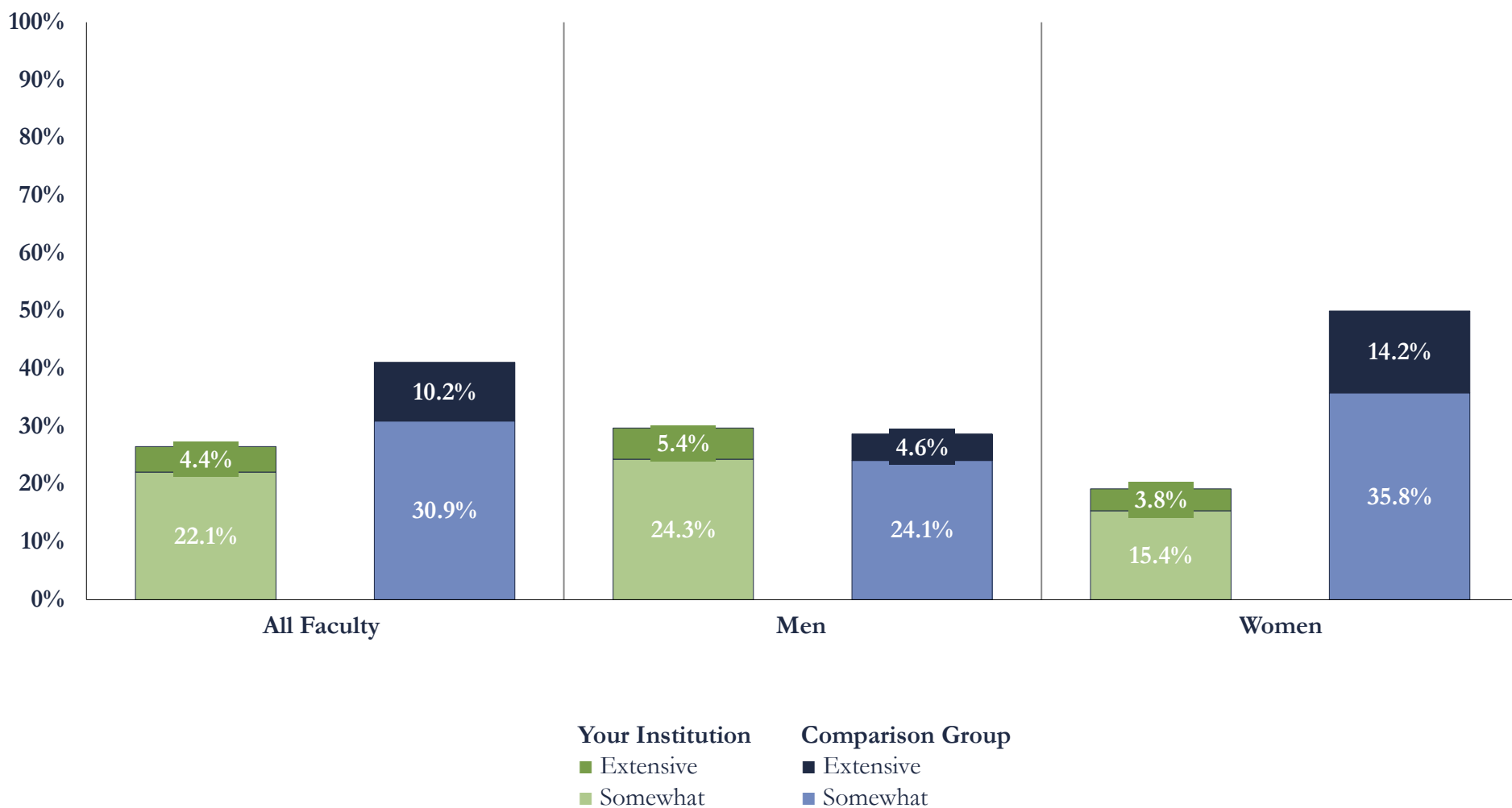
*Career-Related Stress* measures the amount of stress faculty experience related to their career.



## Construct Items

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

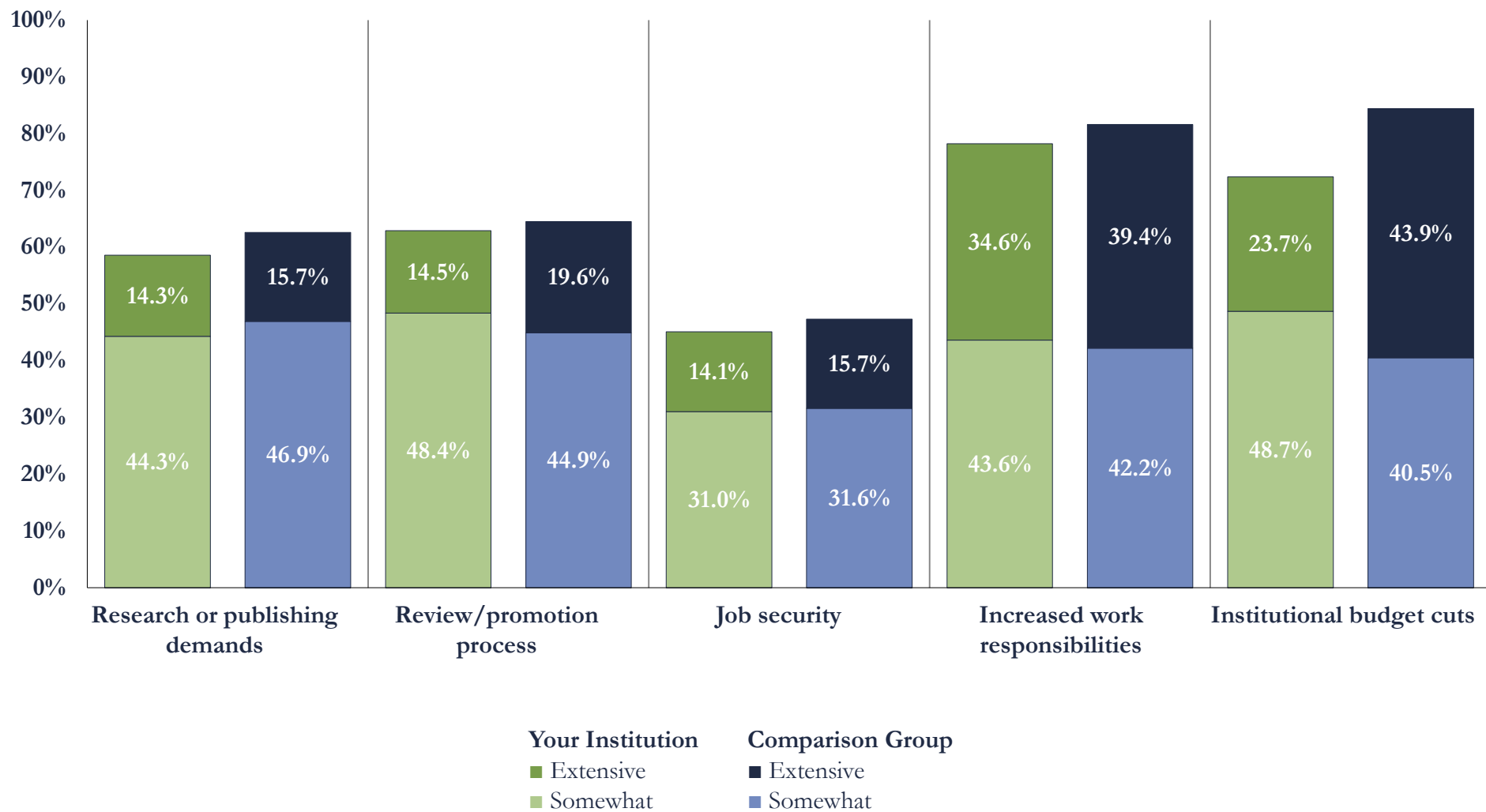
# Stress Due to Discrimination, by Gender



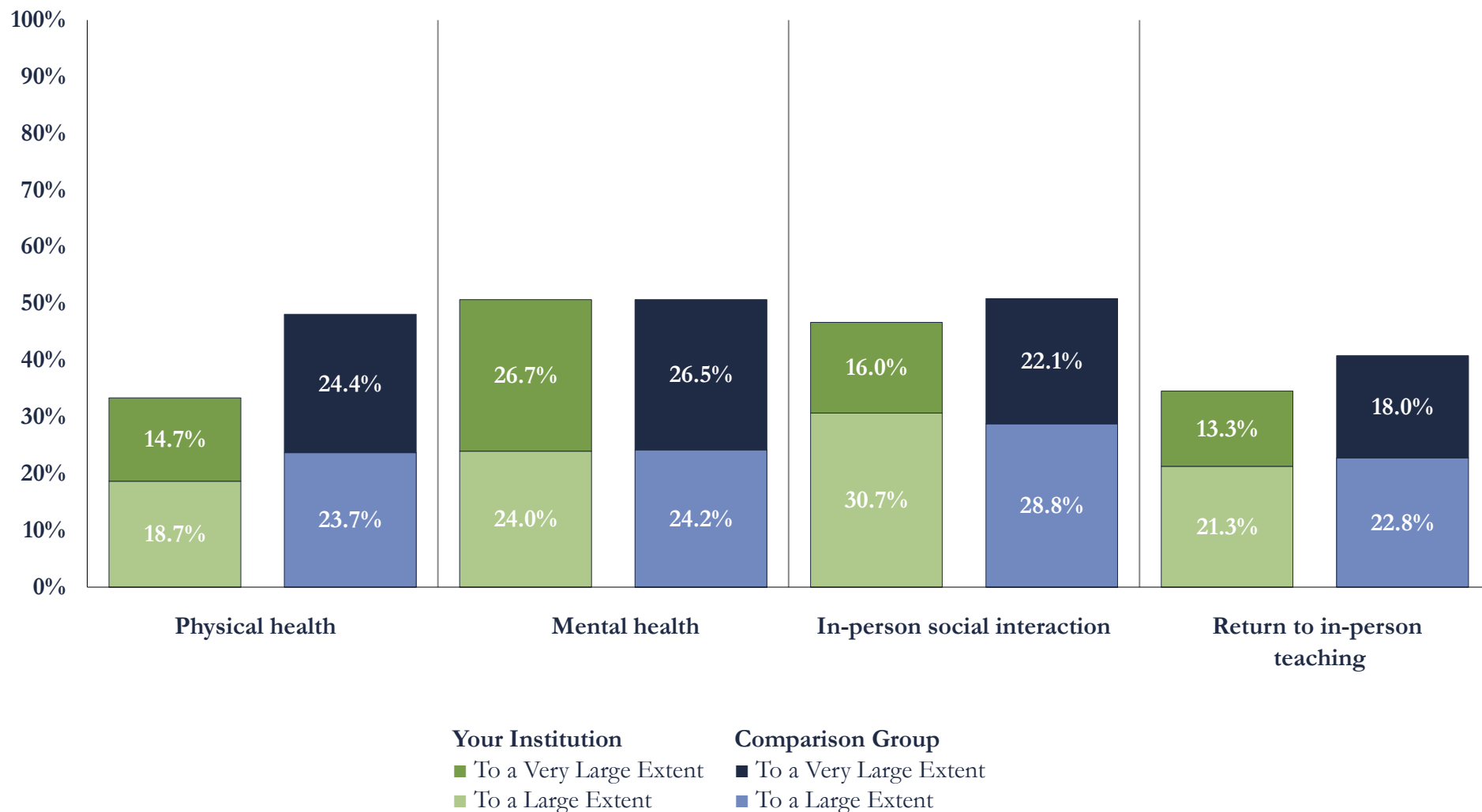
# Stress Due to Discrimination, by Race/Ethnicity

Race	Your Institution	Comp Group
<b>Native American/Alaska Native</b>		
<i>Extensive</i>	–	–
<i>Somewhat</i>	–	–
<b>Asian/Pacific Islander</b>		
<i>Extensive</i>	14.3%	18.2%
<i>Somewhat</i>	28.6%	34.5%
<b>Black/African American</b>		
<i>Extensive</i>	–	13.3%
<i>Somewhat</i>	–	46.7%
<b>Latina/o/e/x</b>		
<i>Extensive</i>	–	12.0%
<i>Somewhat</i>	–	40.0%
<b>White</b>		
<i>Extensive</i>	3.7%	7.9%
<i>Somewhat</i>	20.4%	28.3%
<b>Other Race/Ethnicity</b>		
<i>Extensive</i>	–	25.0%
<i>Somewhat</i>	–	41.7%
<b>Two or more Races/Ethnicities</b>		
<i>Extensive</i>	–	13.6%
<i>Somewhat</i>	–	31.8%

# Additional Sources of Stress

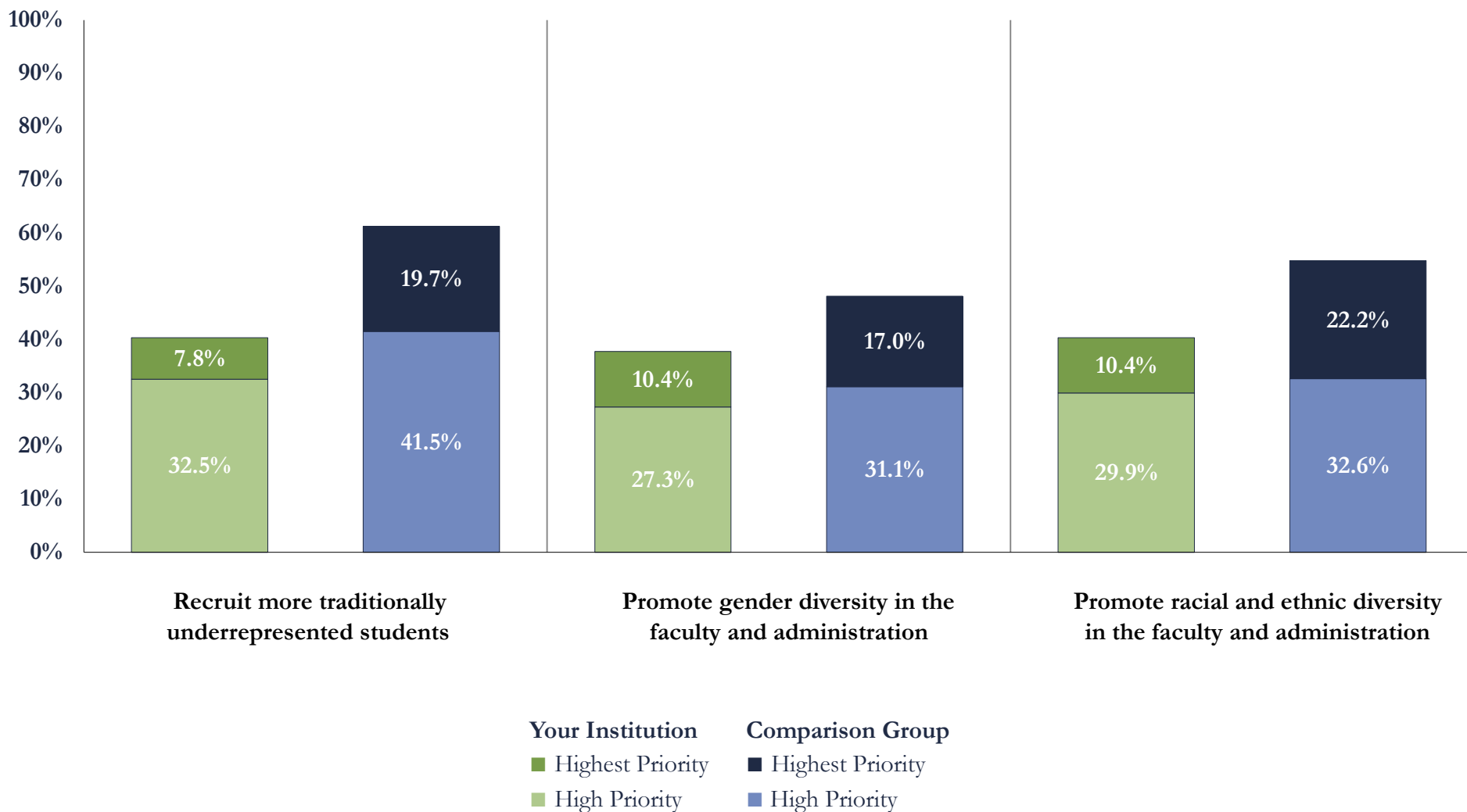


# Sources of Stress Due to the COVID-19 Pandemic

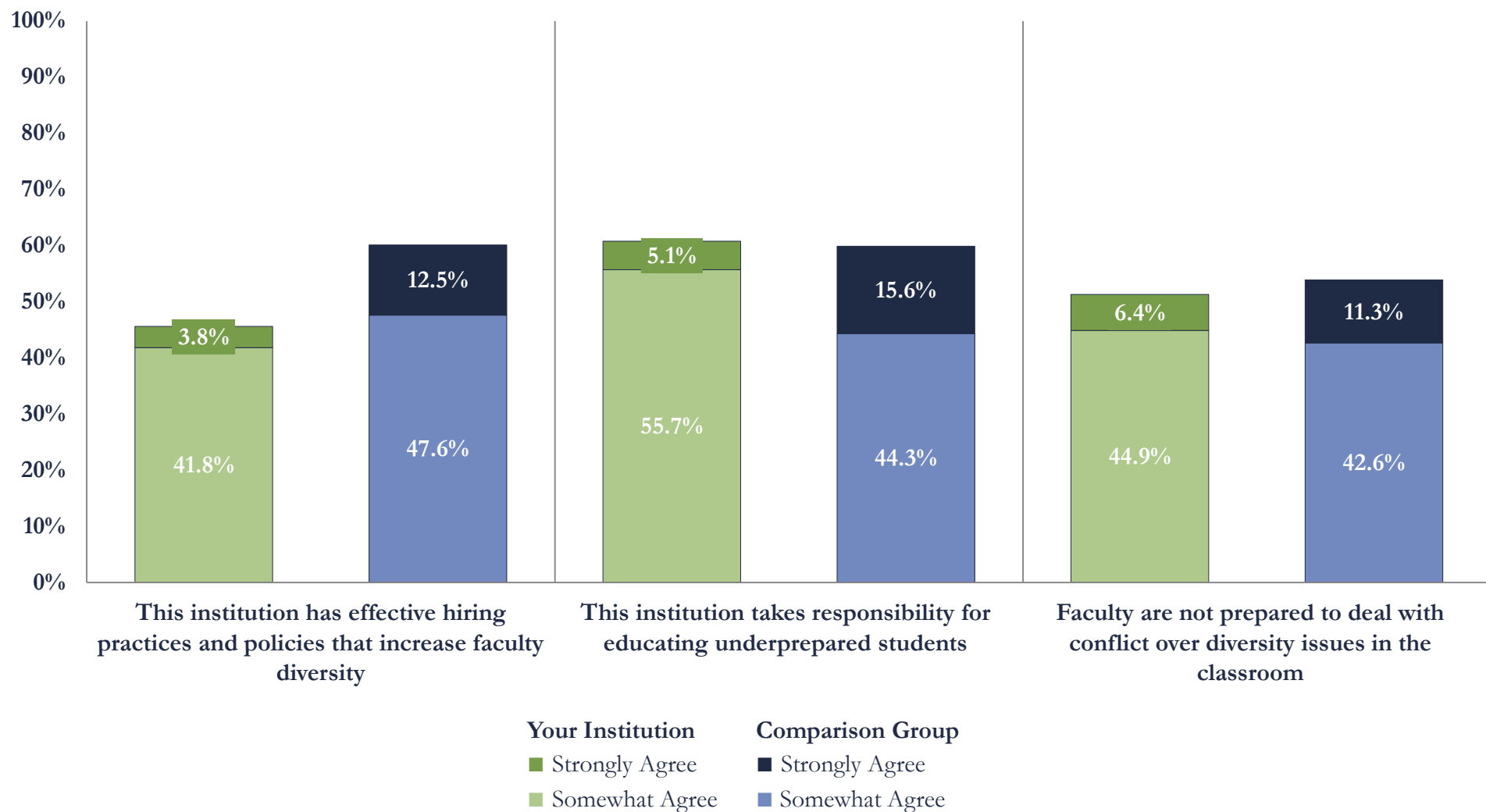


# Faculty Perspectives on Campus Climate

# Institutional Priority: Commitment to Diversity



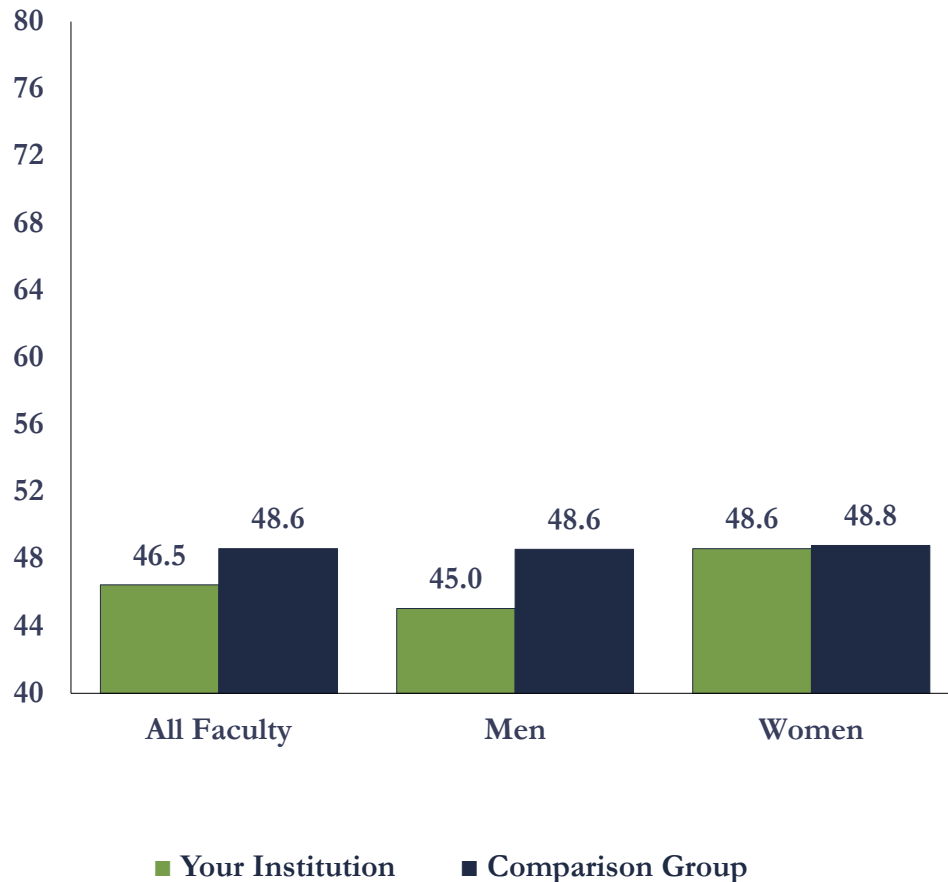
# Perspectives on Campus Climate for Diversity





# Institutional Priority: Civic Engagement

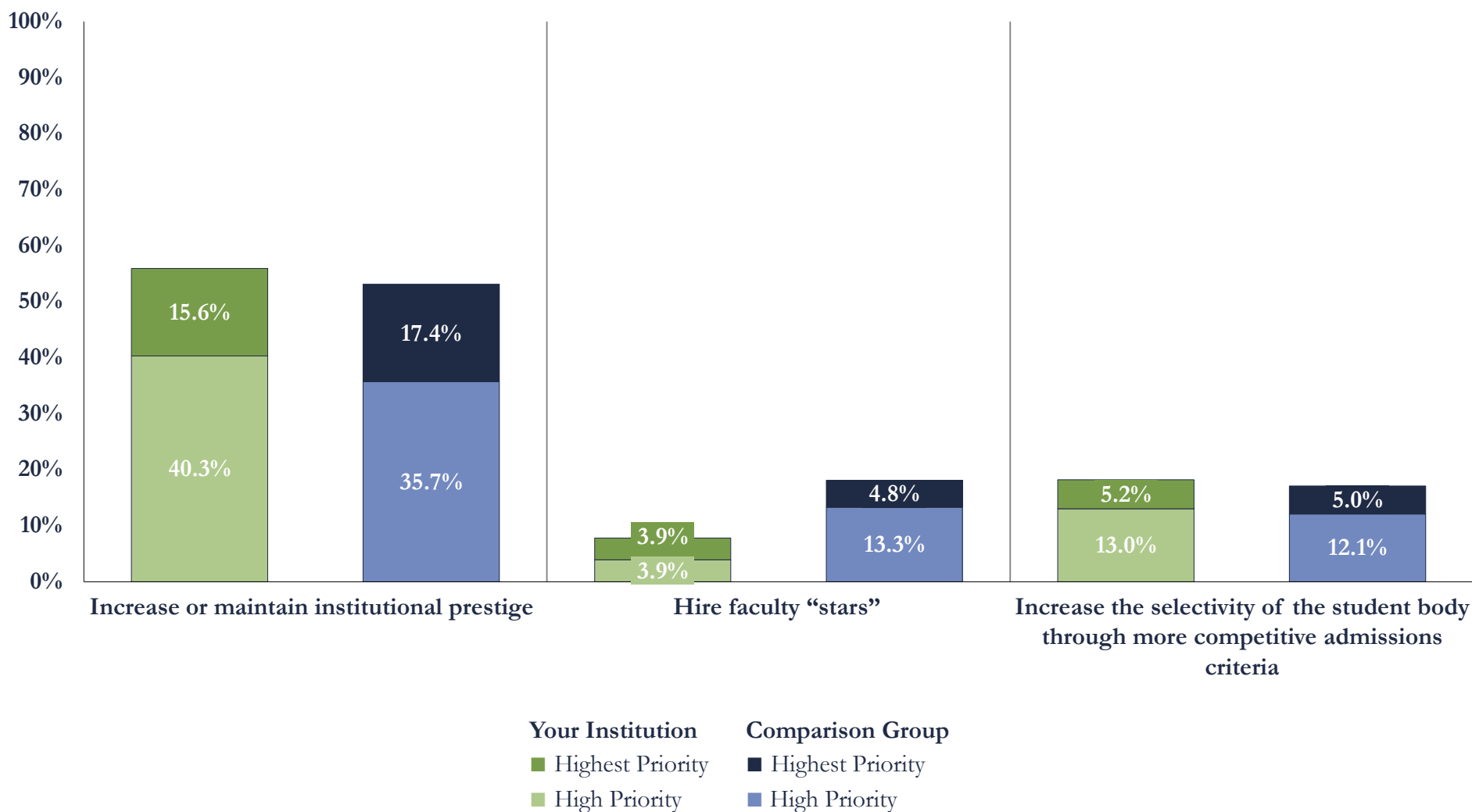
*Civic Engagement* measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.



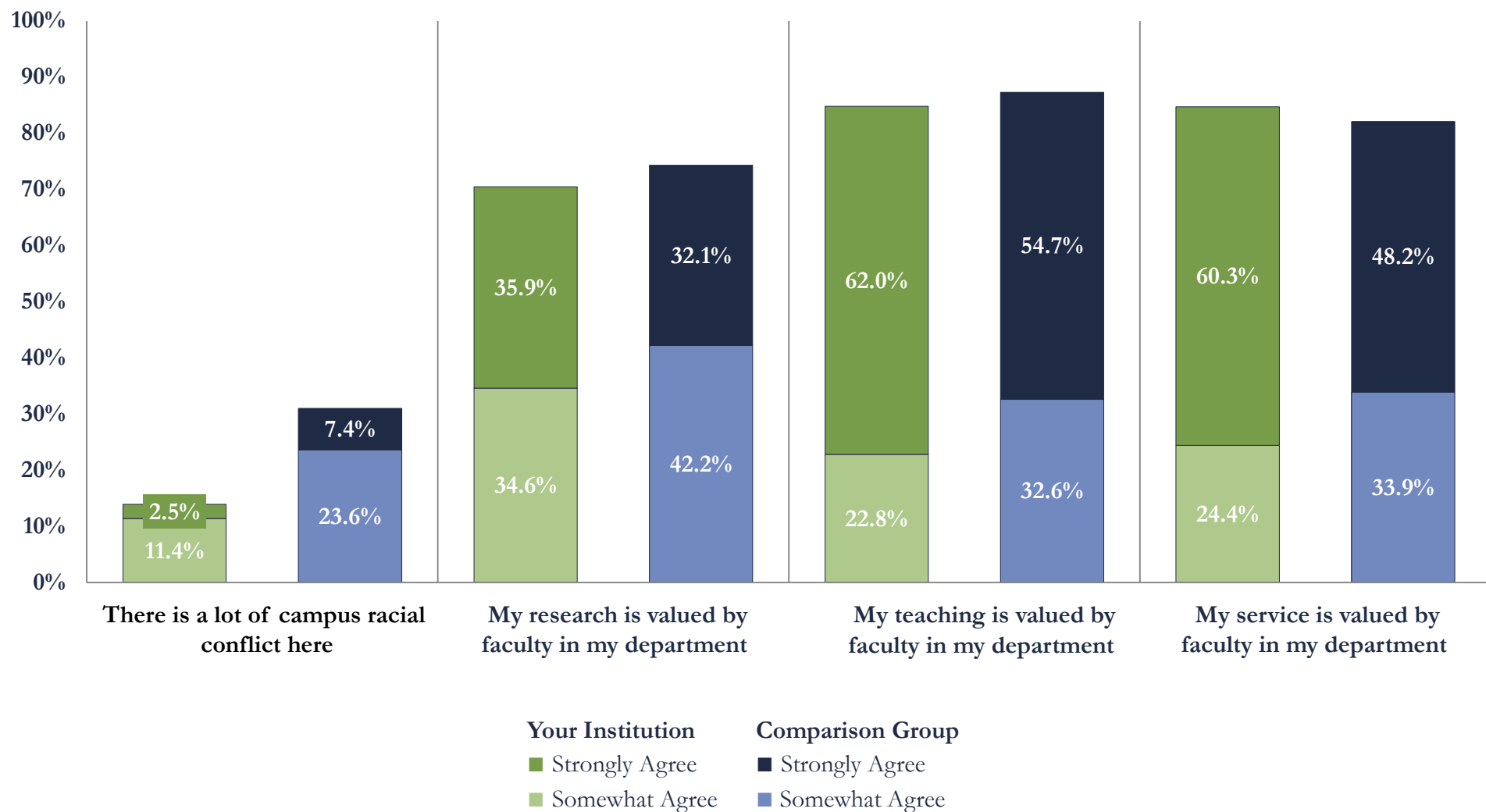
## Construct Items

- 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

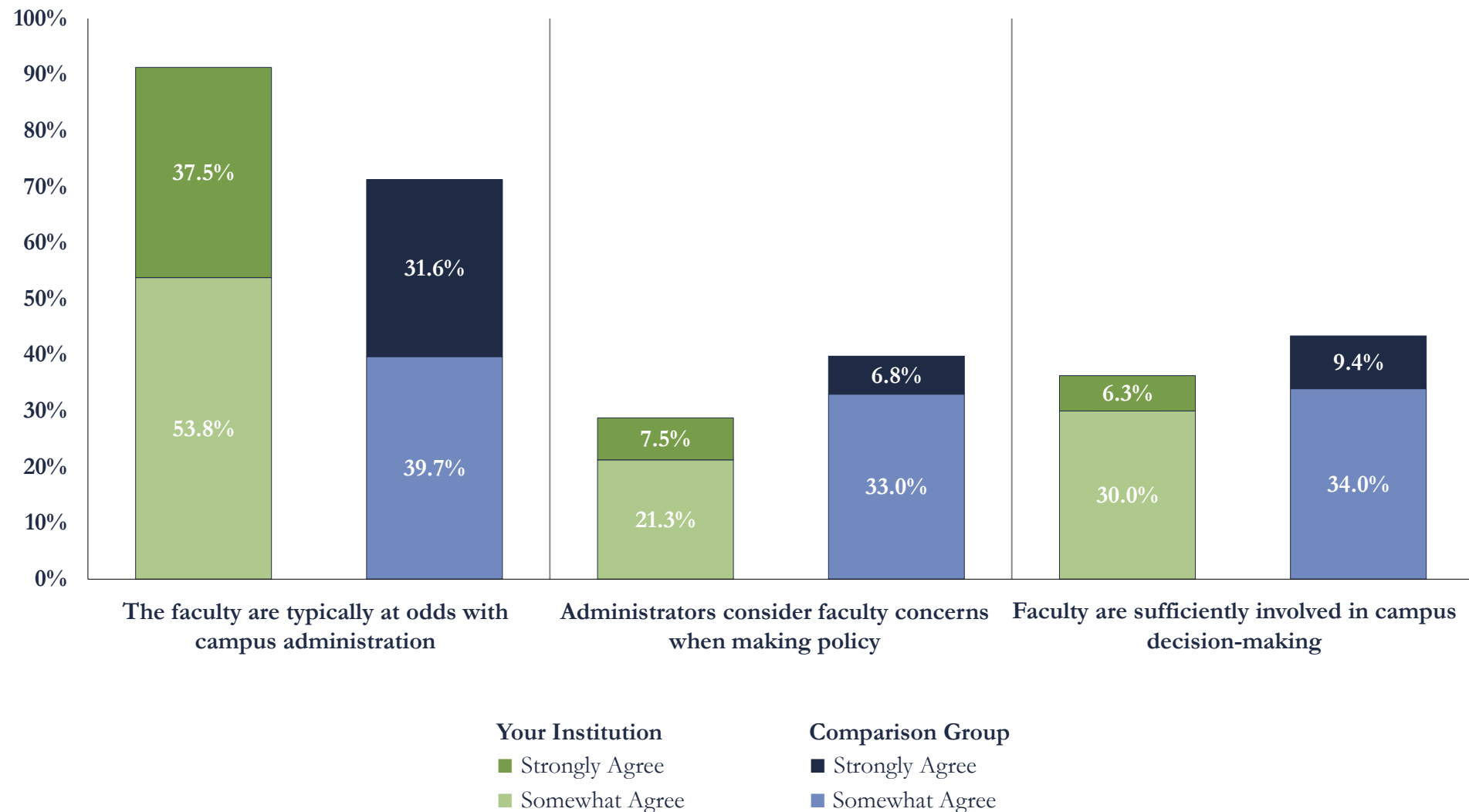
# Institutional Priority: Increasing Prestige



# Perspectives on Campus and Departmental Climate

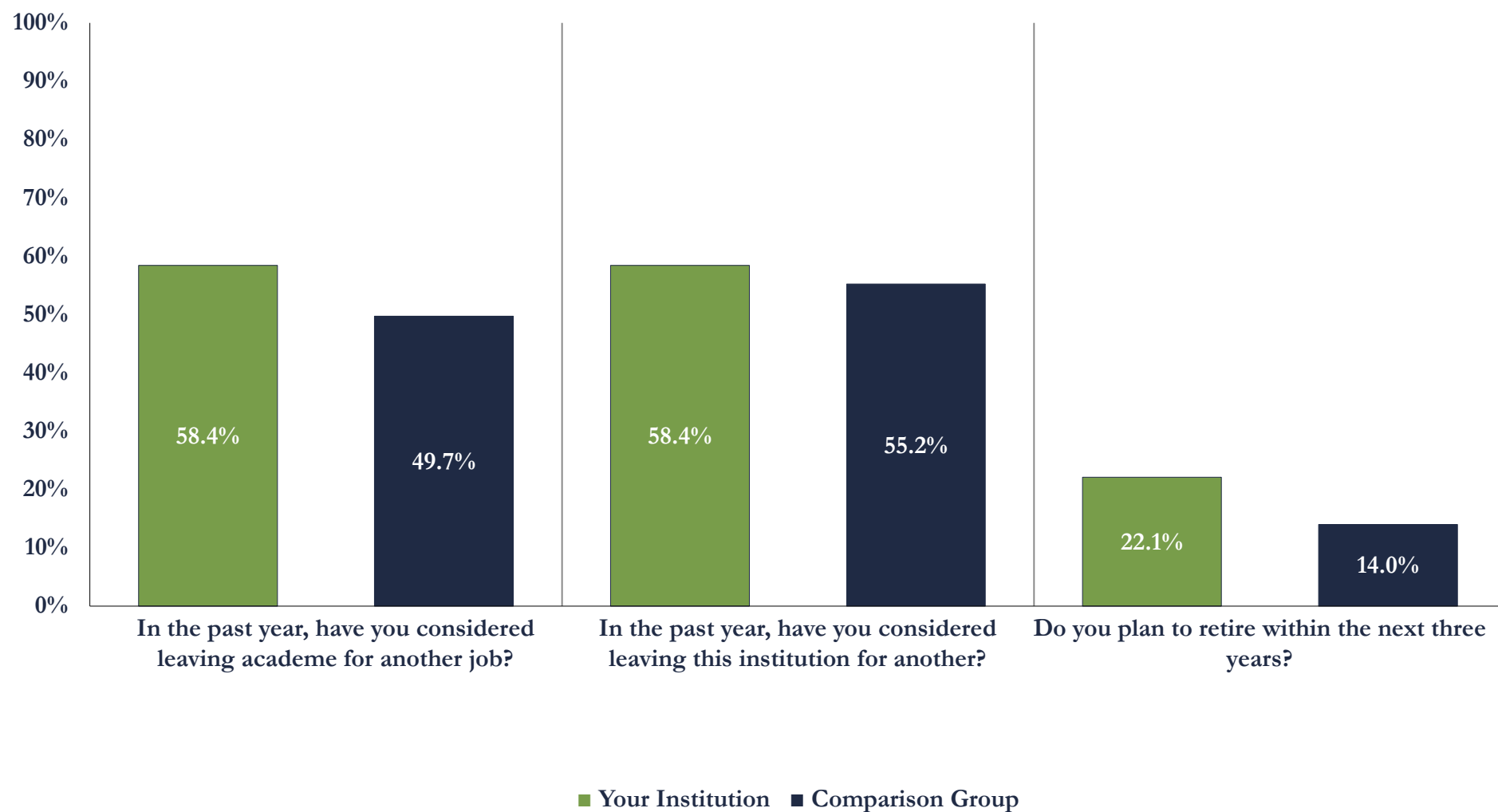


# Perspectives on Shared Governance



# Commitment to the Institution

Percentage of respondents who replied “Yes”





**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**

**Please contact:  
heri@ucla.edu  
(310) 825-1925  
www.heri.ucla.edu**