

Southwestern University HERI Faculty Survey 2019-2020 Results

Full-Time Undergraduate Teaching Faculty

Southwestern University

N=70

Other Religious 4yr Colleges - high selectivity

N=721

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.

- **Pedagogical practices**
- **Research and service activities**
- **Satisfaction and stress**
- **Institutional and departmental climate**

Table of Contents

Demographics

Gender & Race/Ethnicity

Race/Ethnicity

Academic Department

Teaching Practices

Student-Centered Pedagogy

Habits of Mind

Technology in the Classroom

Types of Courses Taught

Percent Teaching 3 or More Courses
this Term, by Rank

Research Activities

Scholarly Productivity

Foci of Faculty Research

Faculty Collaboration with Undergraduates

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

Overall Satisfaction

Sources of Faculty Stress

Career-Related Stress

Stress Due to Discrimination, by Gender

Stress Due to Discrimination, by Race/Ethnicity

Additional Sources of Stress

Personal Sources of Stress

Faculty Perspectives on Campus Climate

Institutional Priority: Commitment to Diversity

Perspectives on Campus Climate for Diversity

Institutional Priority: Civic Engagement

Institutional Priority: Increasing Prestige

Perspectives on Campus and Departmental Climate

Perspectives on Shared Governance

Commitment to the Institution

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.

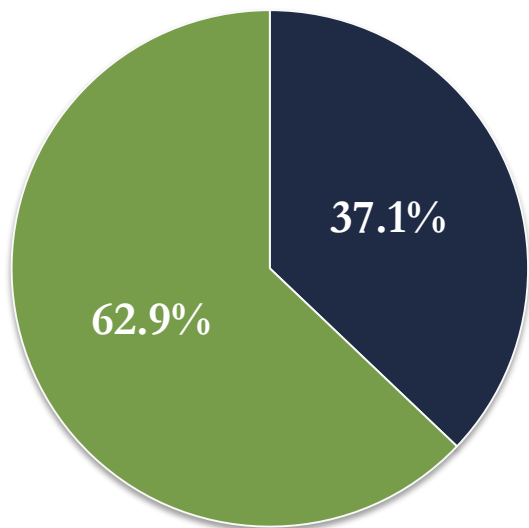
Constructs

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

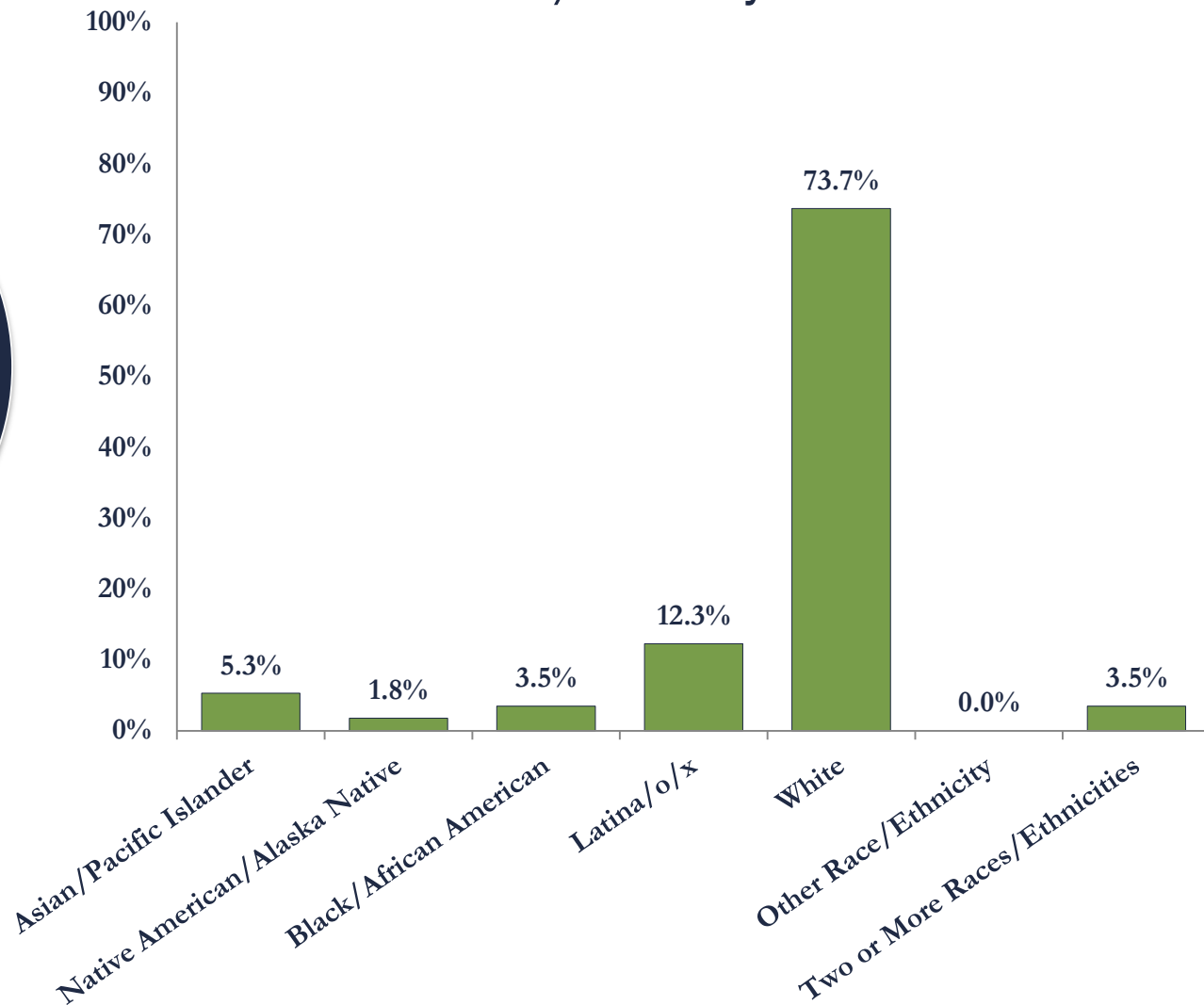
Gender



■ Man/Trans Man

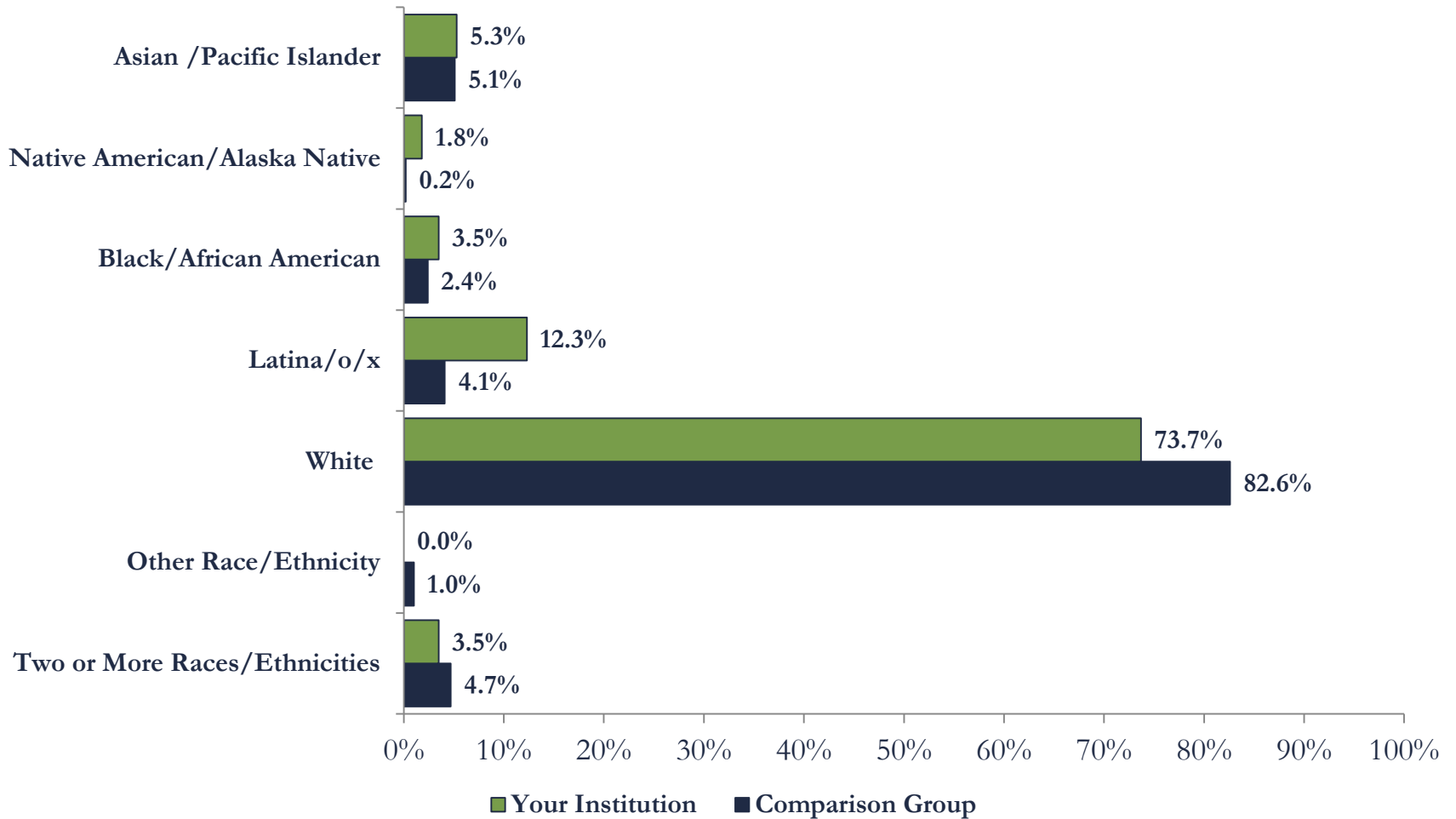
■ Woman/Trans Woman

Race/Ethnicity



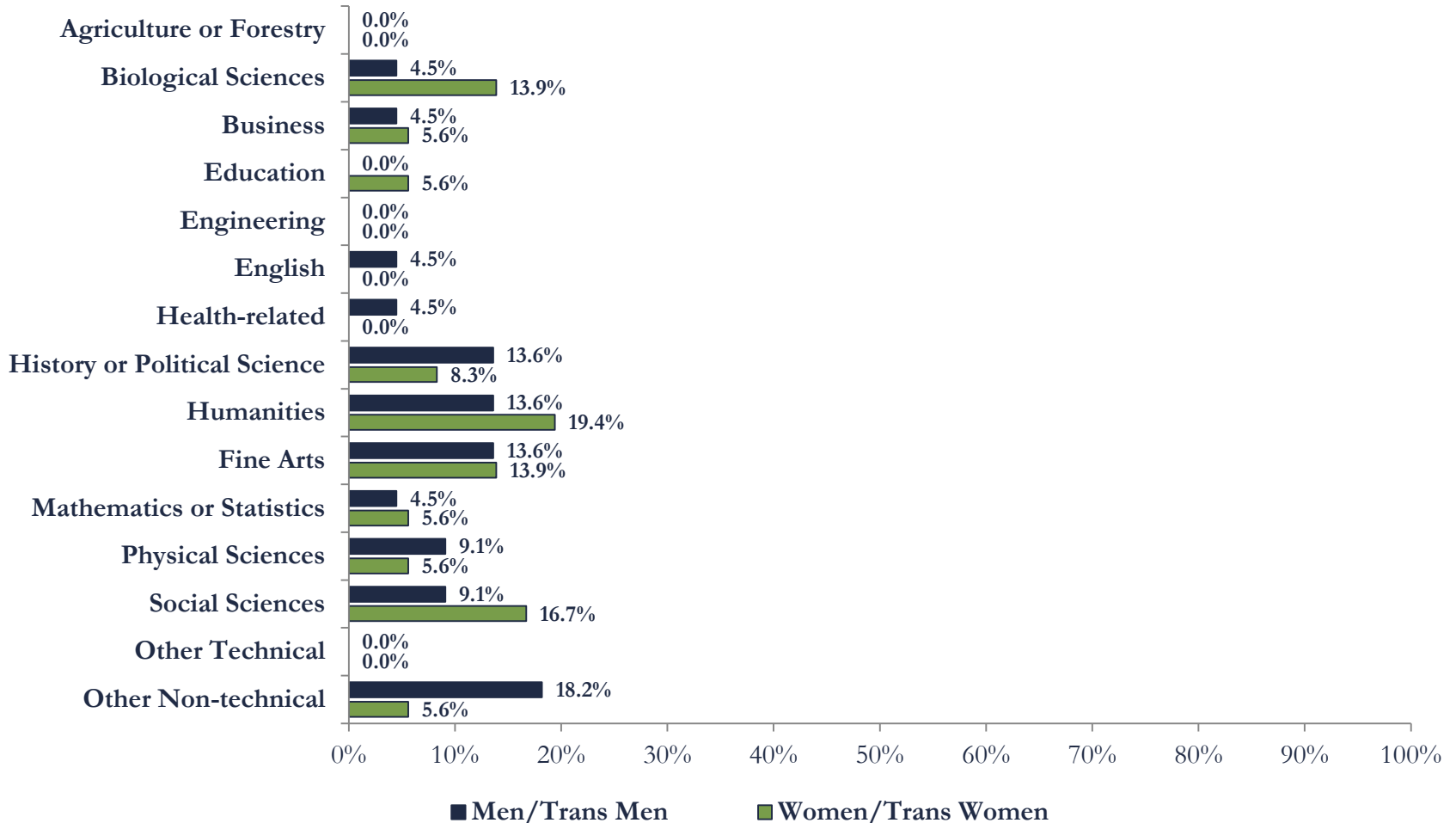
Demographics

Race/Ethnicity Comparison



Demographics

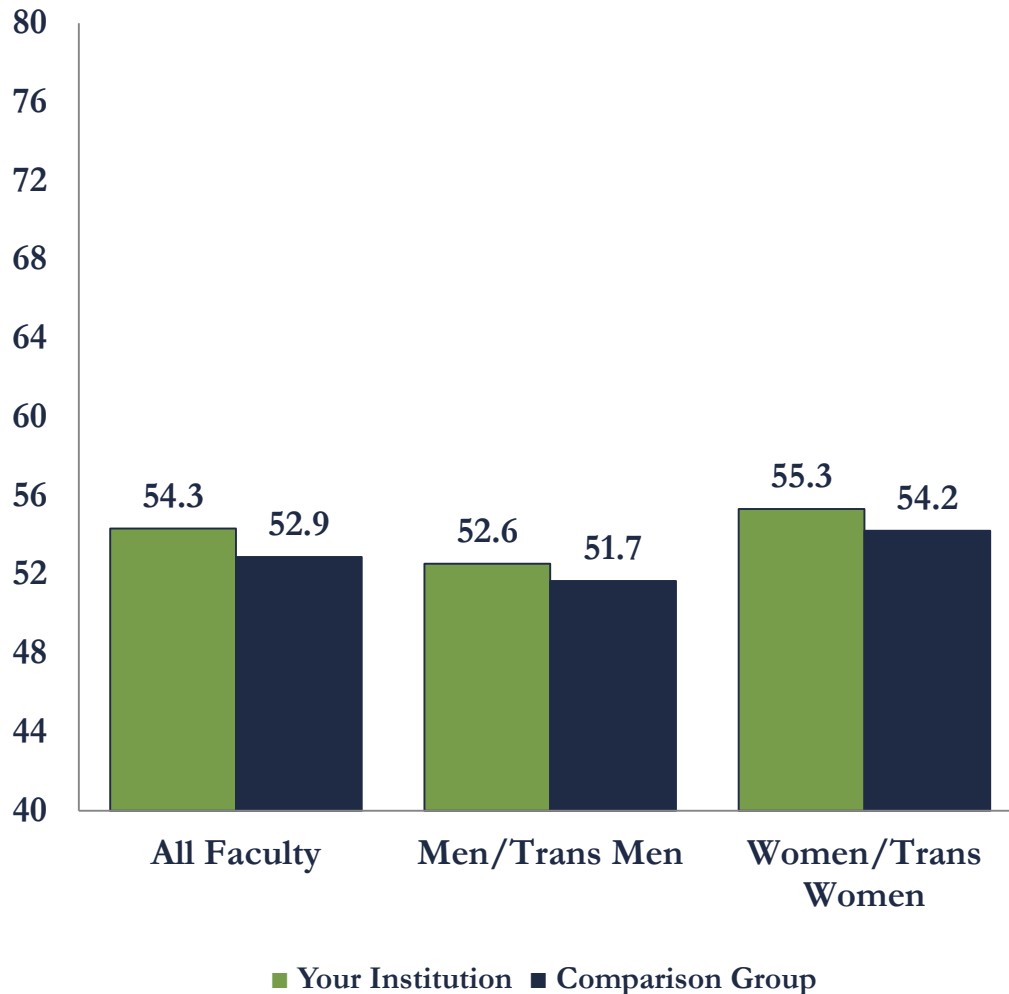
Academic Department (Aggregated)



Teaching Practices

Student-Centered Pedagogy

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

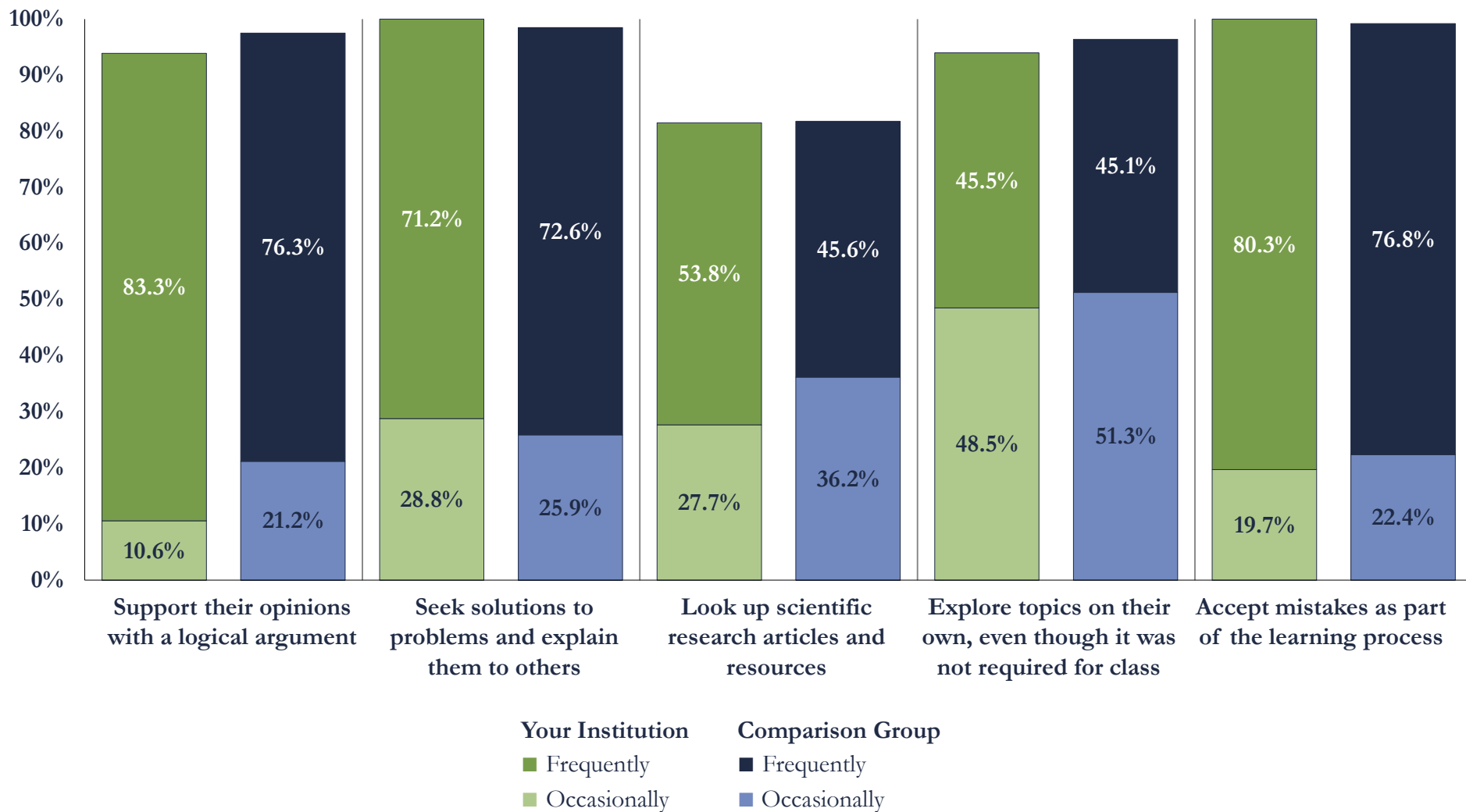


Construct Items

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

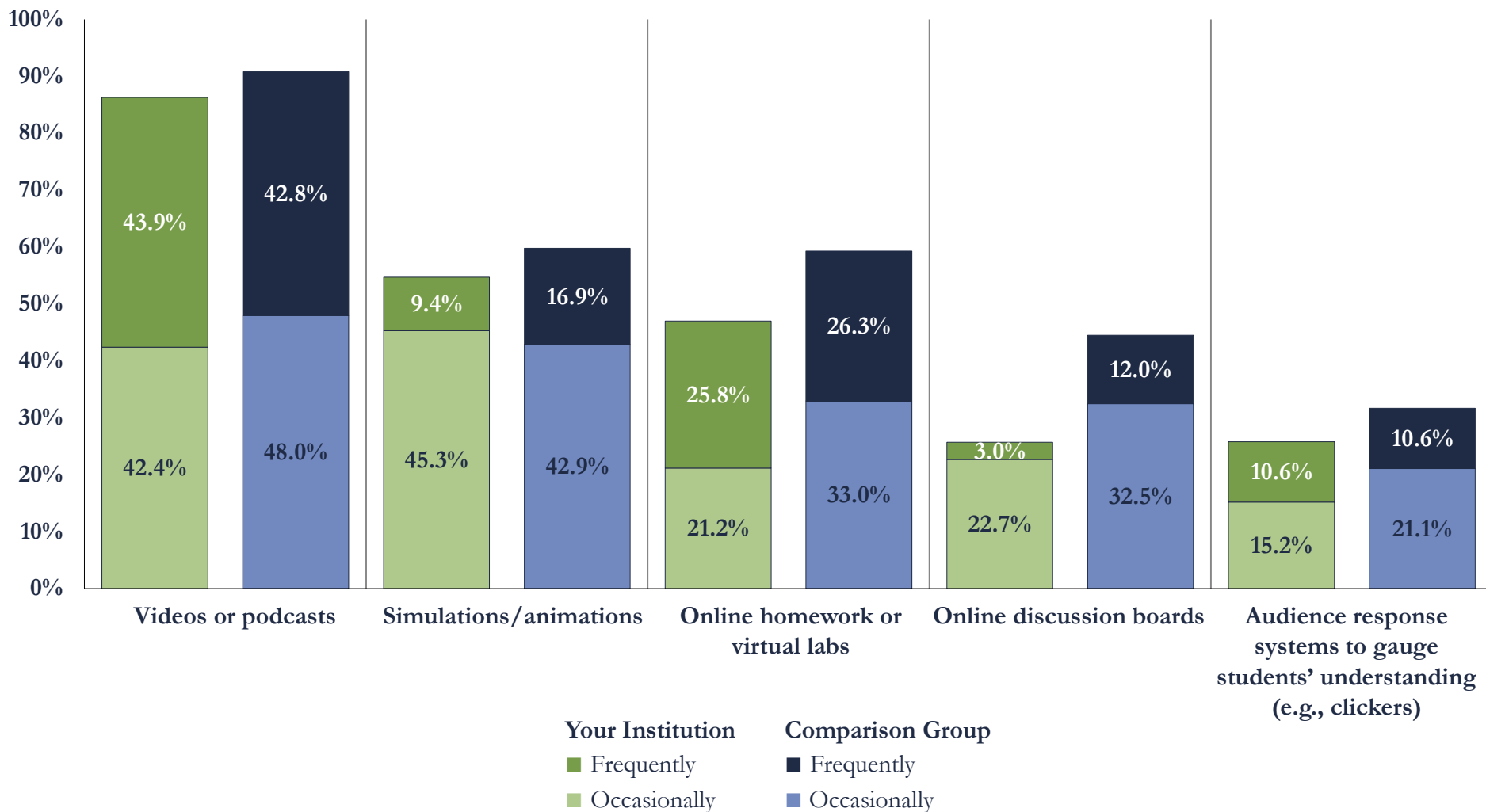
Habits of Mind

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

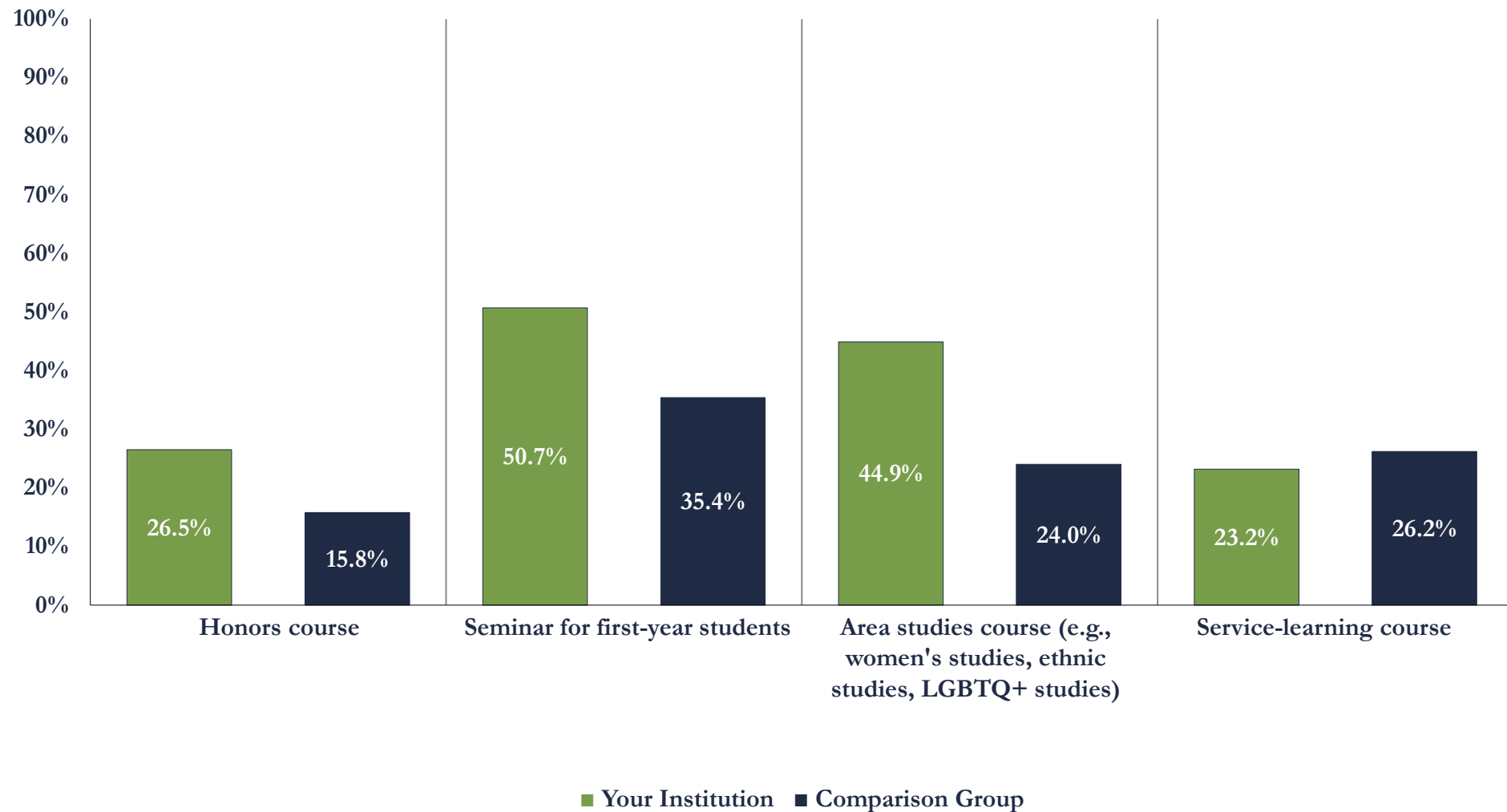


Technology in the Classroom

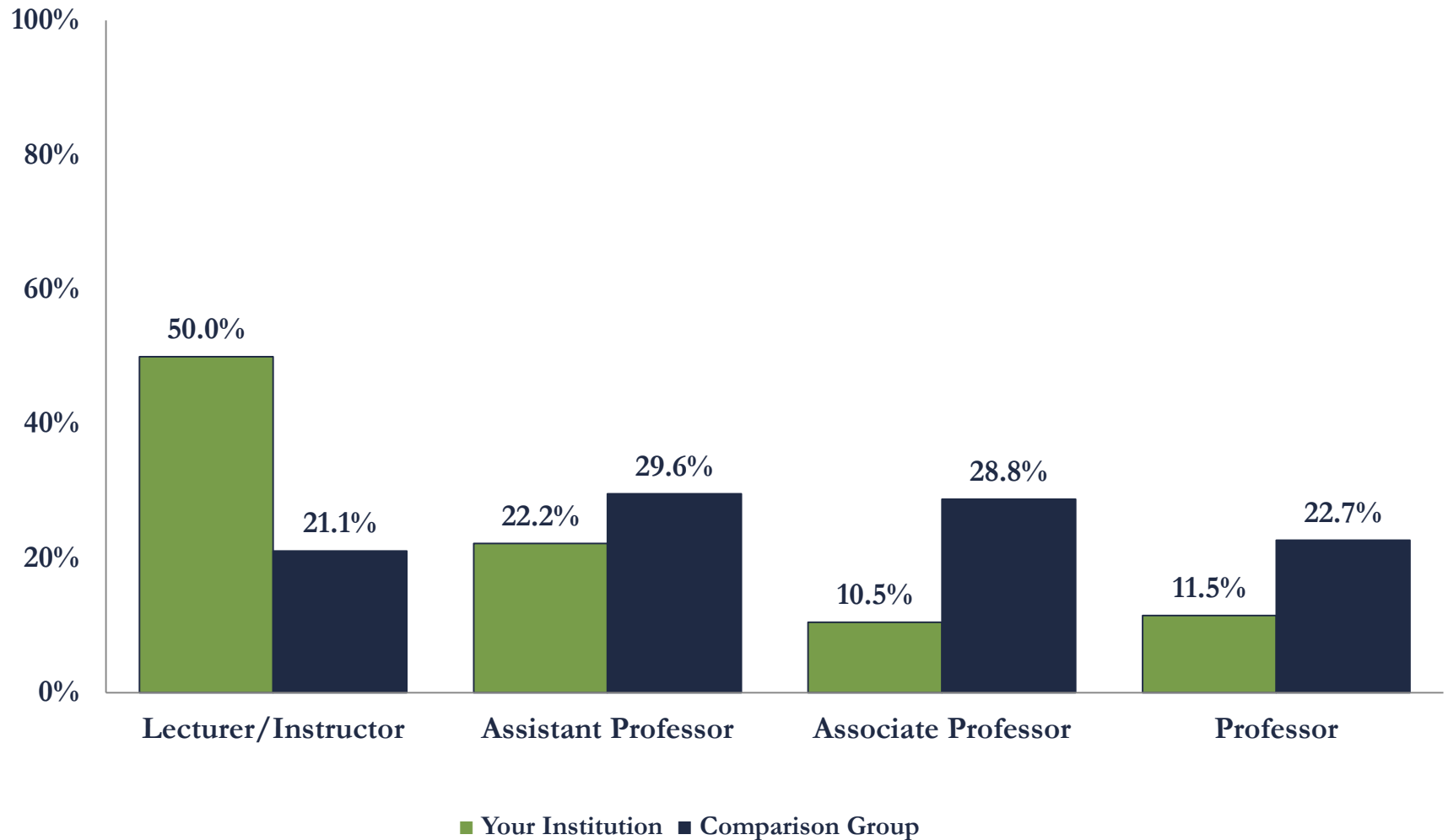
Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.



Types of Courses Taught During the Past Three Years



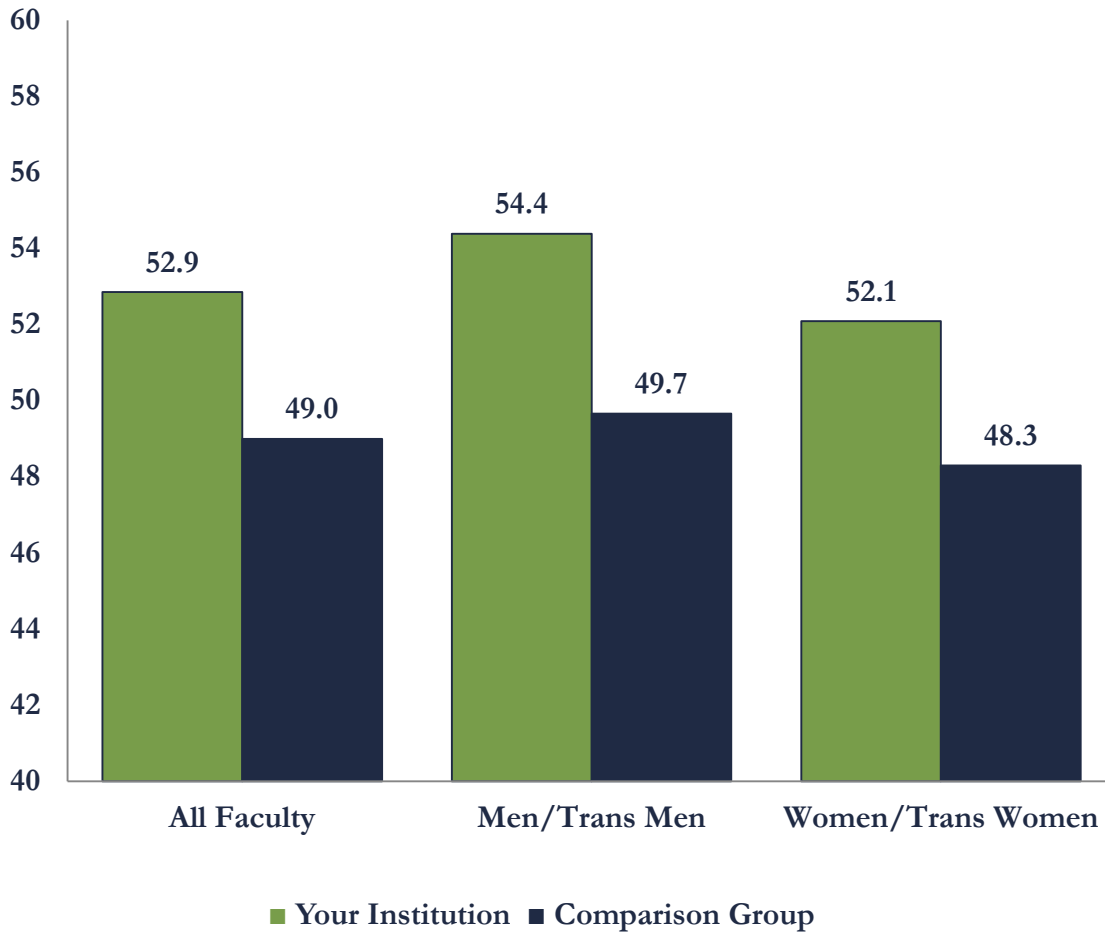
Percent Teaching 3 or More Courses this Term, by Rank



Research Activities

Scholarly Productivity

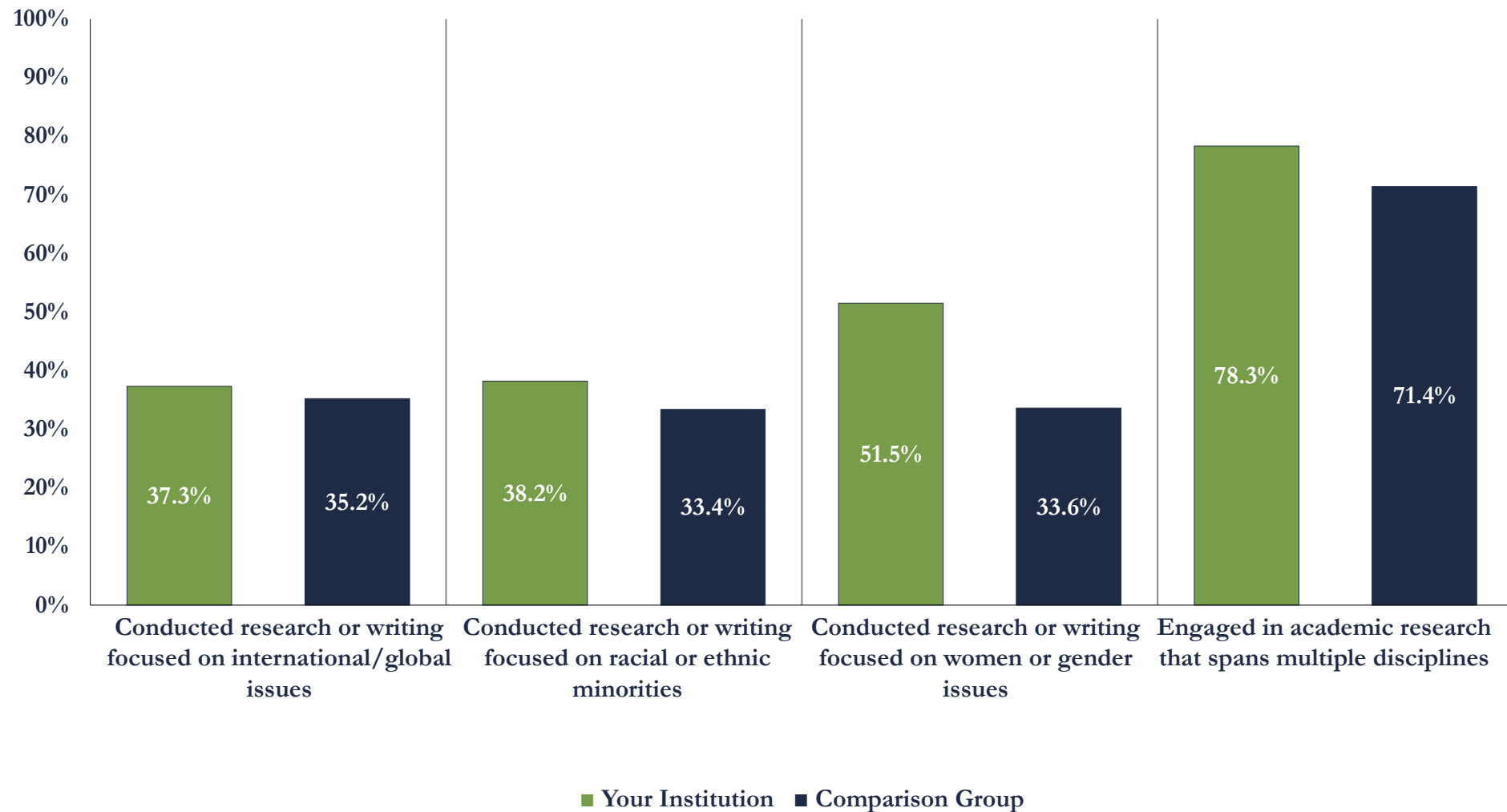
A unified measure of the scholarly activity of faculty



Construct Items

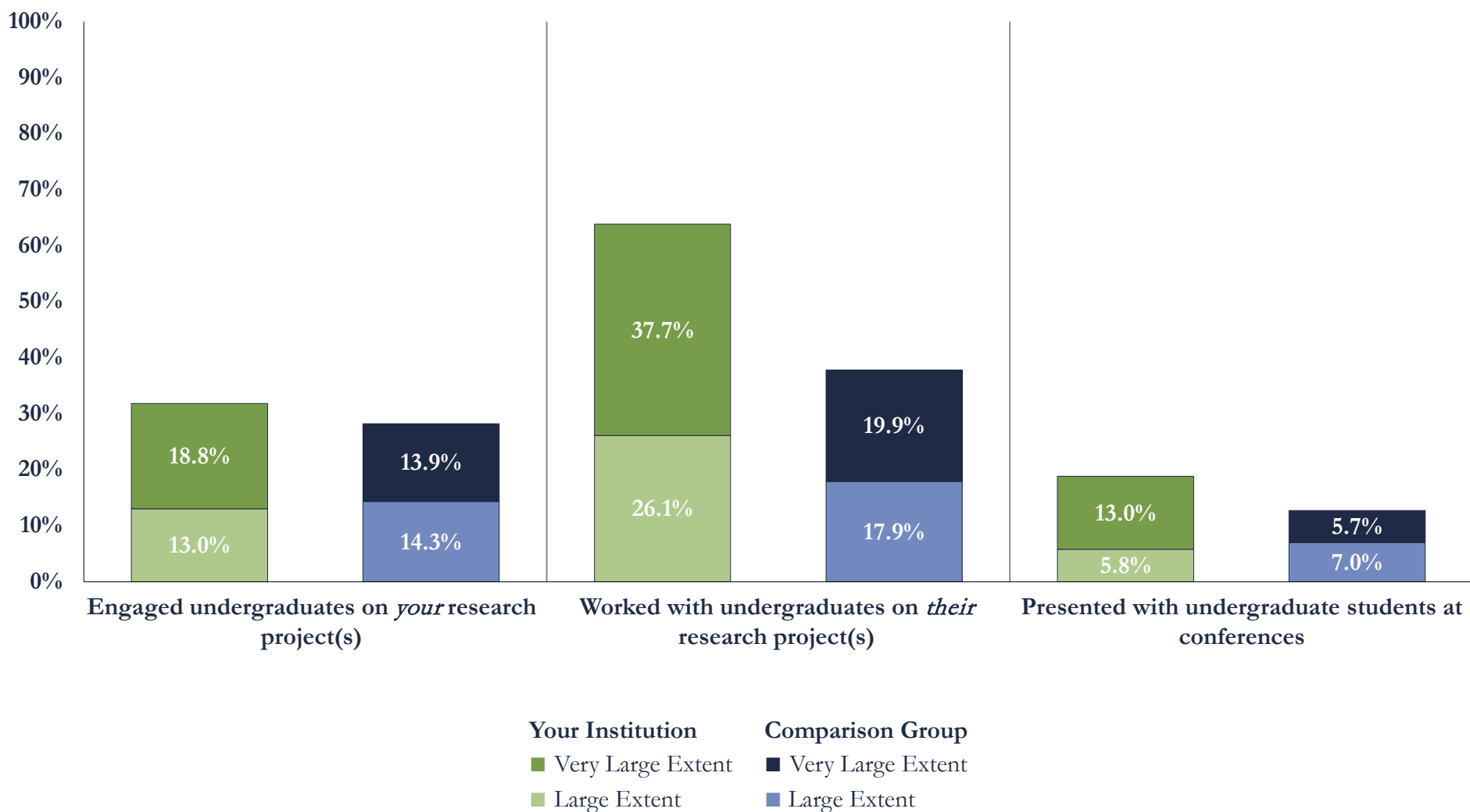
- Articles in academic and professional journals
- Chapters in edited volumes
- Professional writings published or accepted for publication in the last three years

Foci of Faculty Research



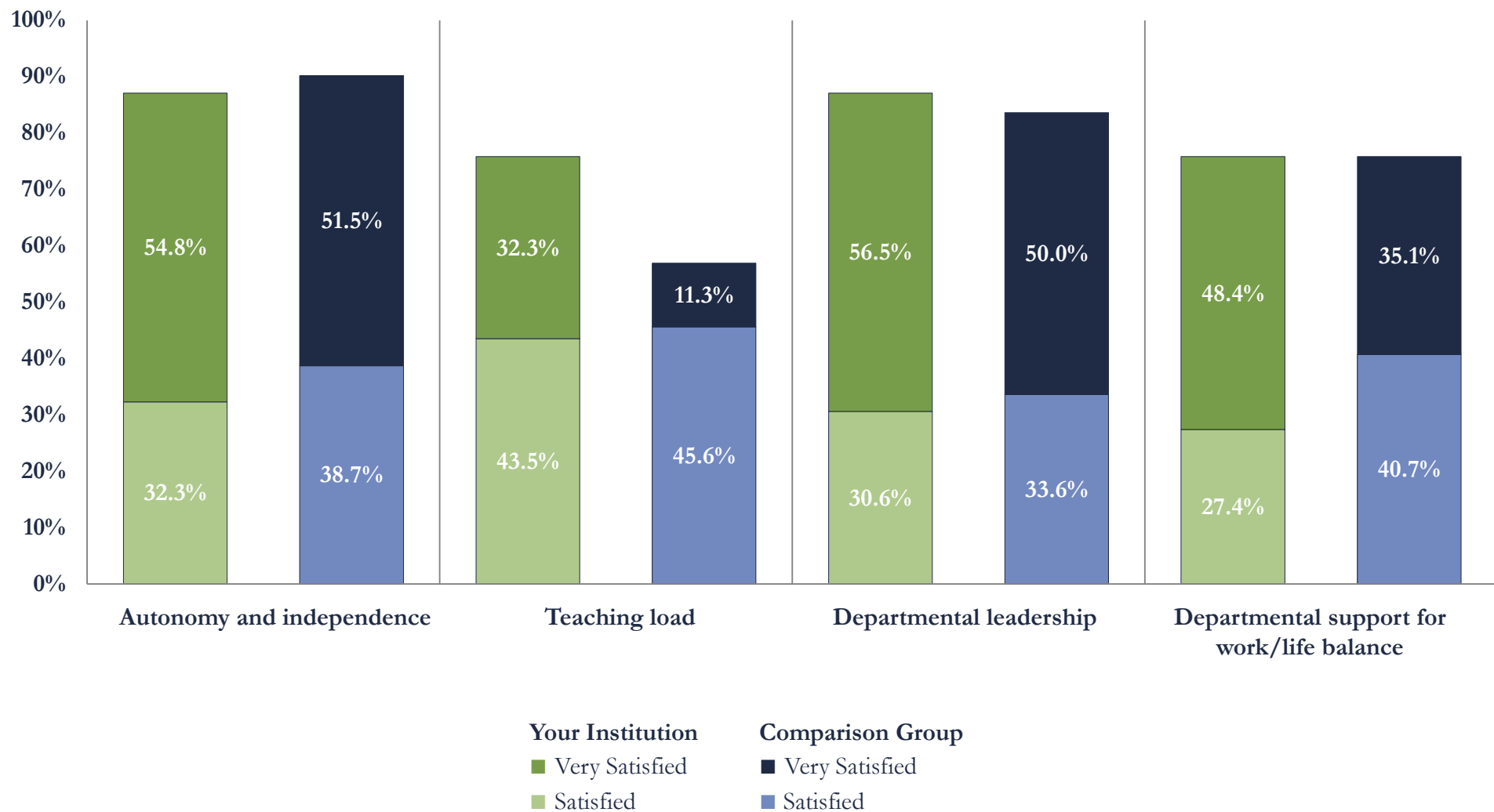
Faculty Collaboration with Undergraduates

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

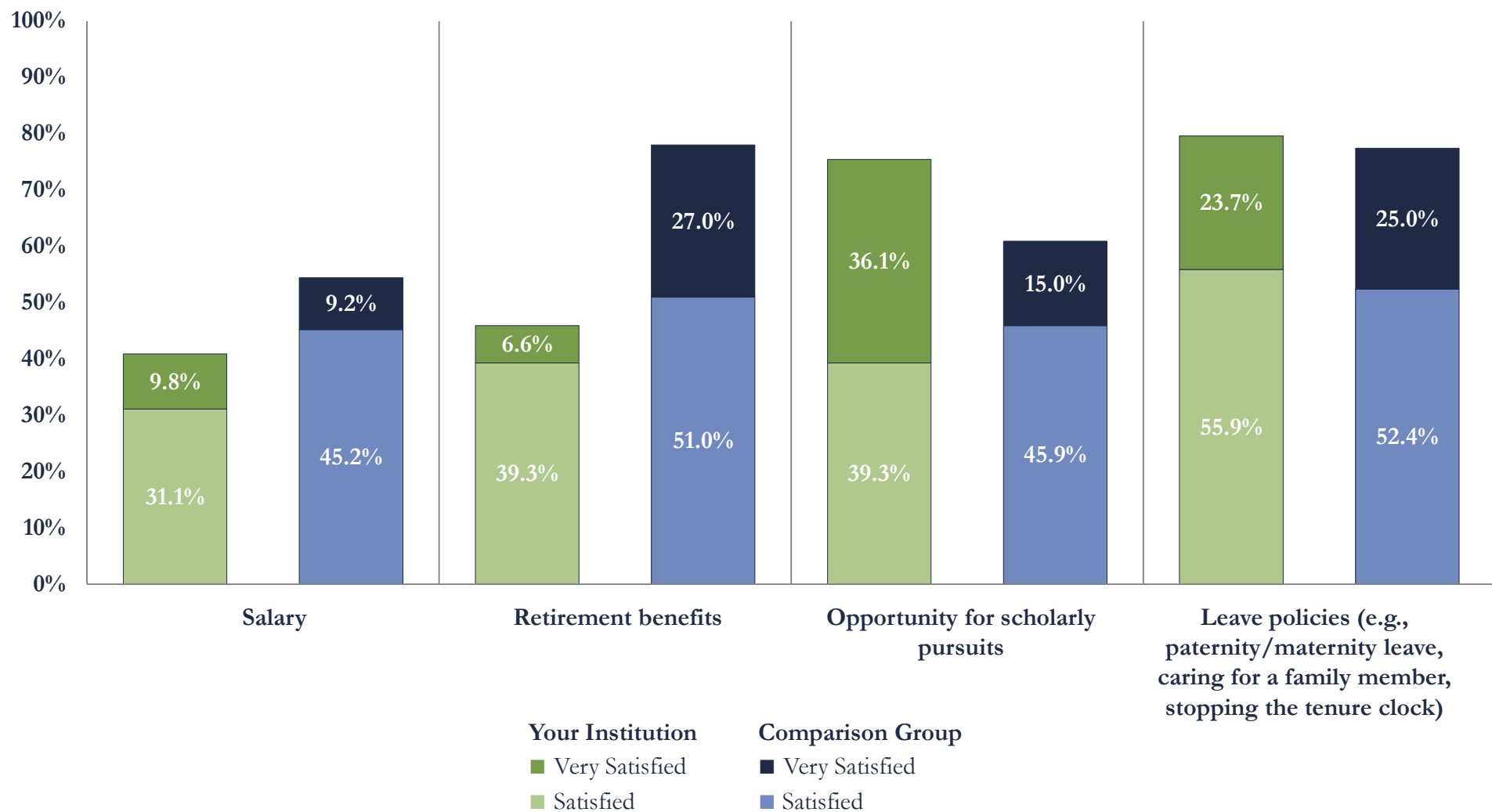


Faculty Satisfaction

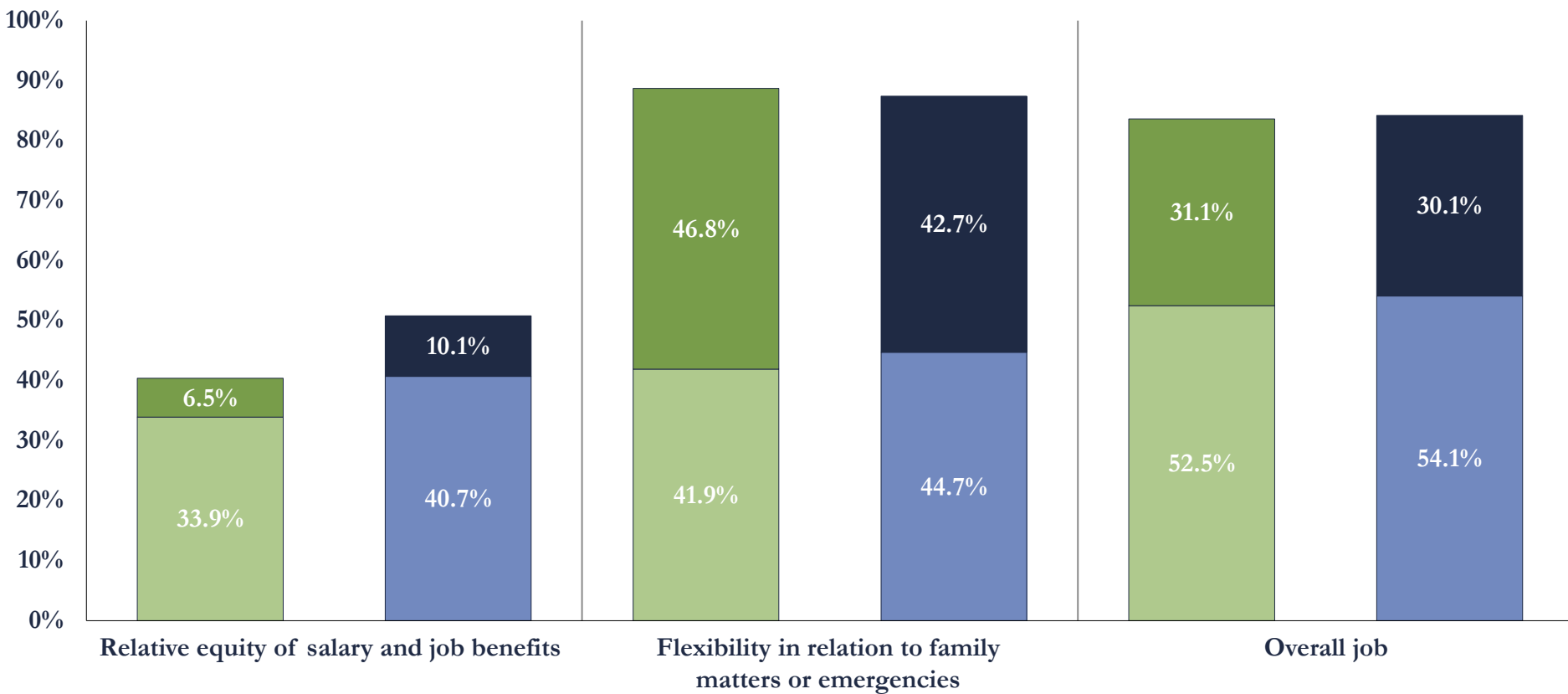
Workplace Satisfaction



Satisfaction with Compensation



Satisfaction with Pay Equity and Family Flexibility



Your Institution
■ Very Satisfied
■ Satisfied

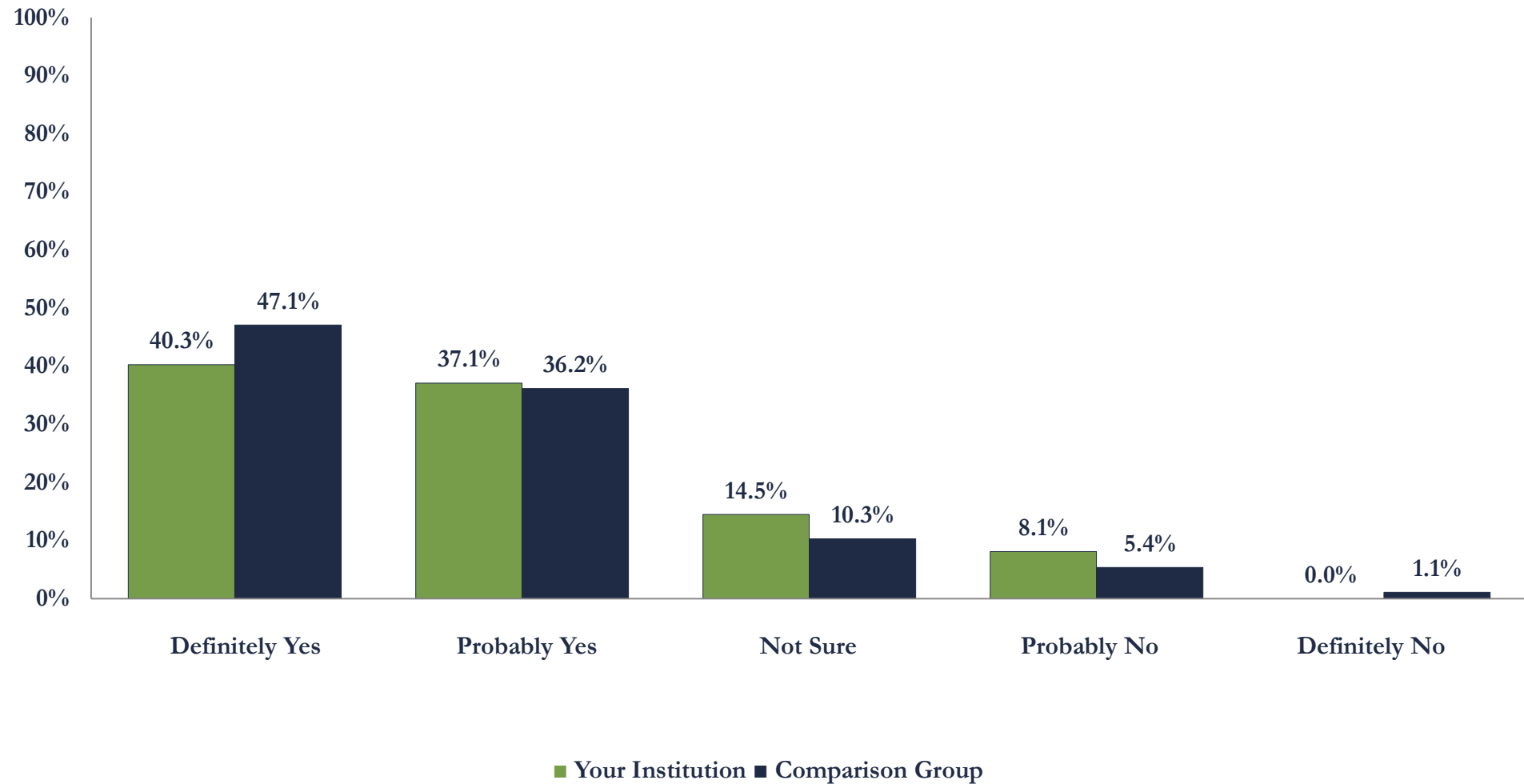
Comparison Group
■ Very Satisfied
■ Satisfied

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>	–	6.9%
<i>Satisfied</i>	–	44.8%
Black/African American		
<i>Very Satisfied</i>	–	0.0%
<i>Satisfied</i>	–	46.2%
Latina/o/x		
<i>Very Satisfied</i>	0.0%	8.3%
<i>Satisfied</i>	28.6%	54.2%
White		
<i>Very Satisfied</i>	7.1%	11.6%
<i>Satisfied</i>	38.1%	40.5%
Other Race/Ethnicity		
<i>Very Satisfied</i>	–	16.7%
<i>Satisfied</i>	–	16.7%
Two or more Races/Ethnicities		
<i>Very Satisfied</i>	–	0.0%
<i>Satisfied</i>	–	42.9%

Overall Satisfaction

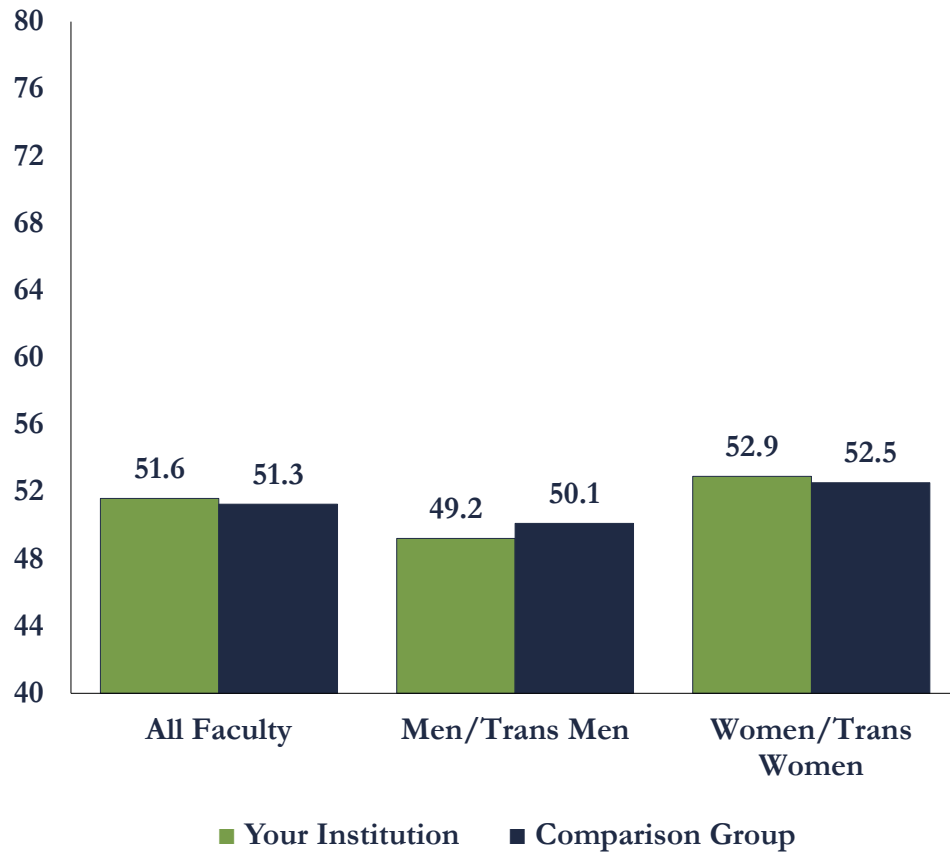
“If given the choice, would you still come to this institution?”



Sources of Faculty Stress

Career-Related Stress

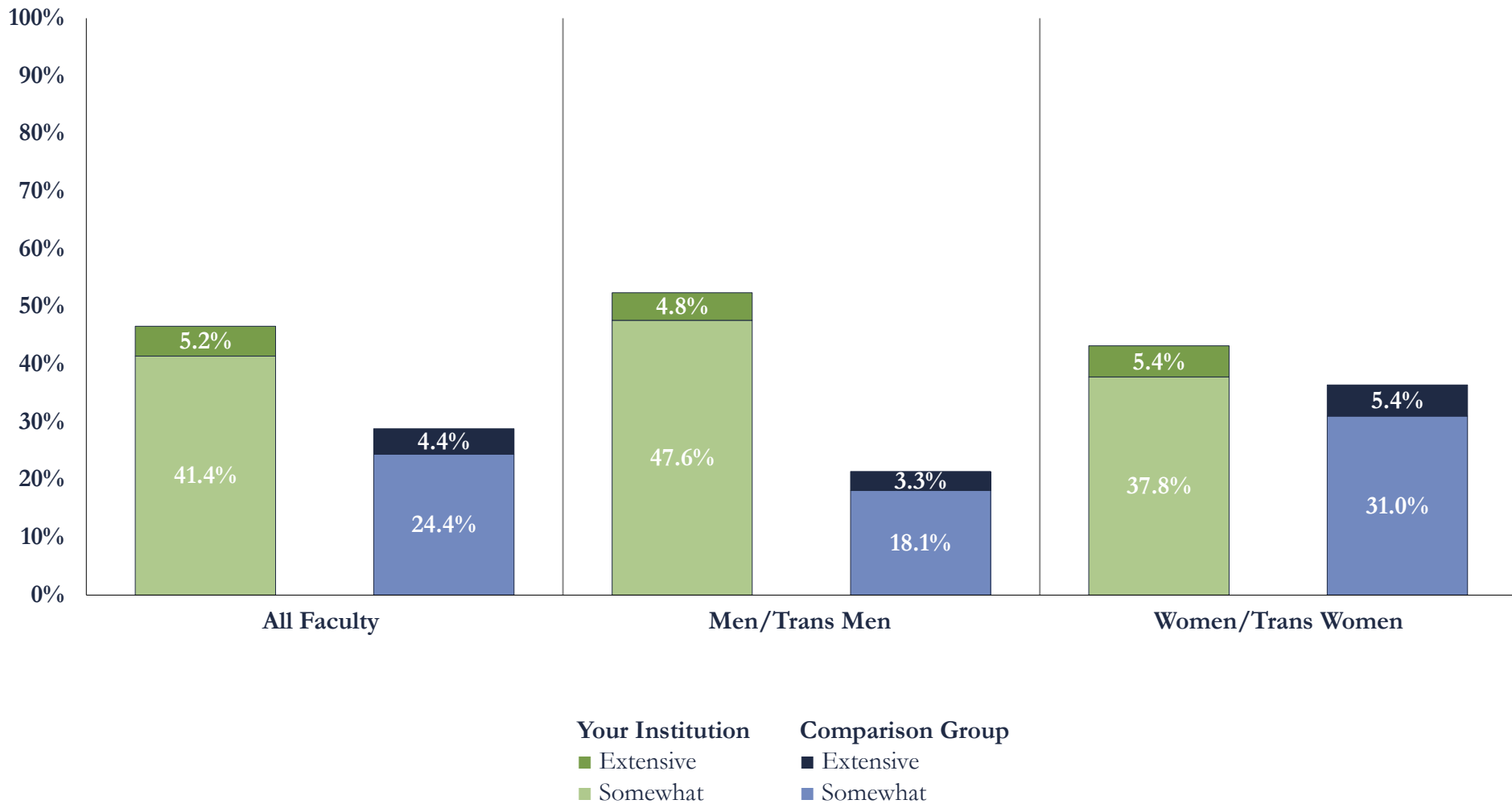
Career-Related Stress measures the amount of stress faculty experience related to their career.



Construct Items

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

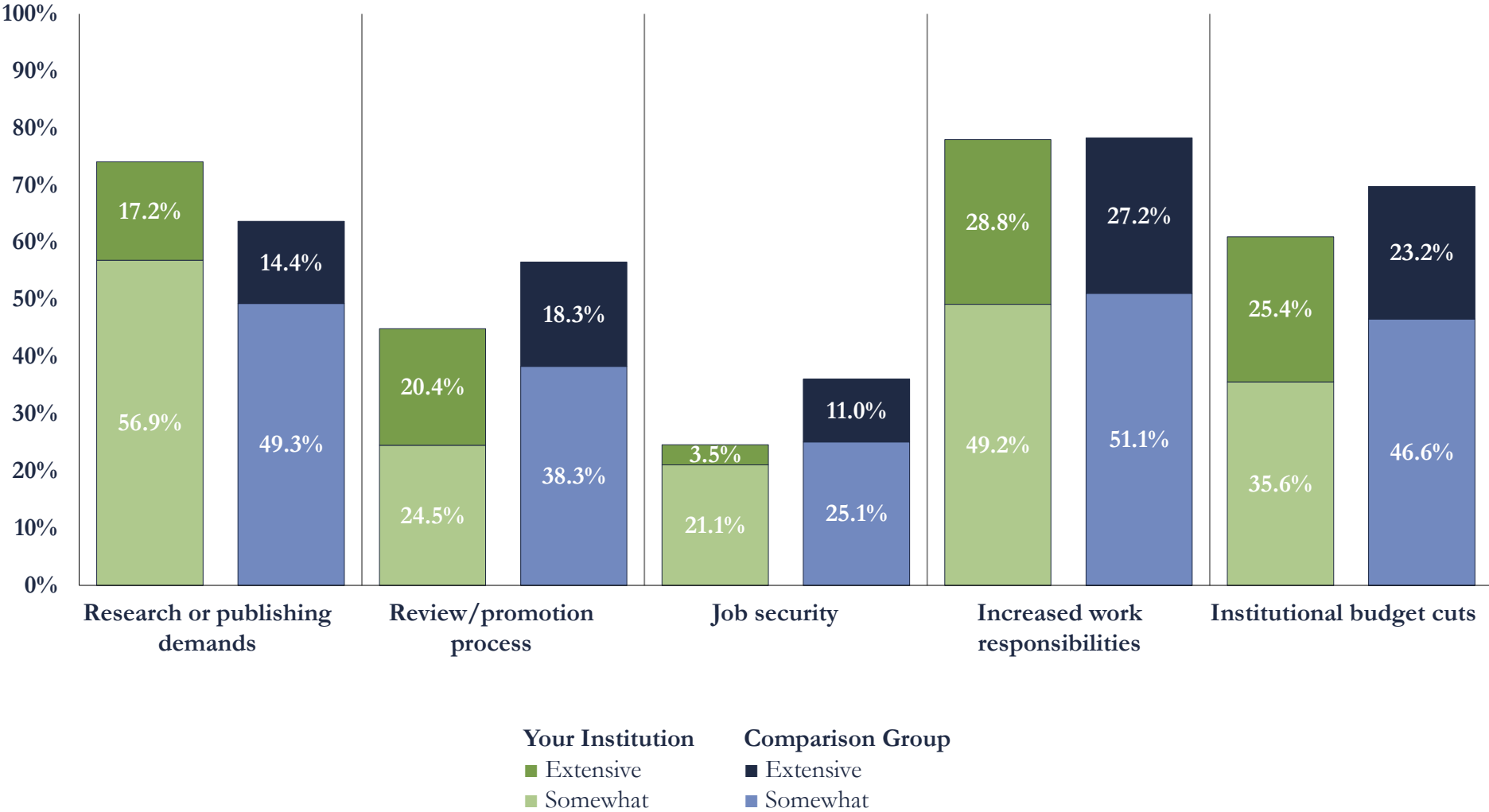
Stress Due to Discrimination, by Gender



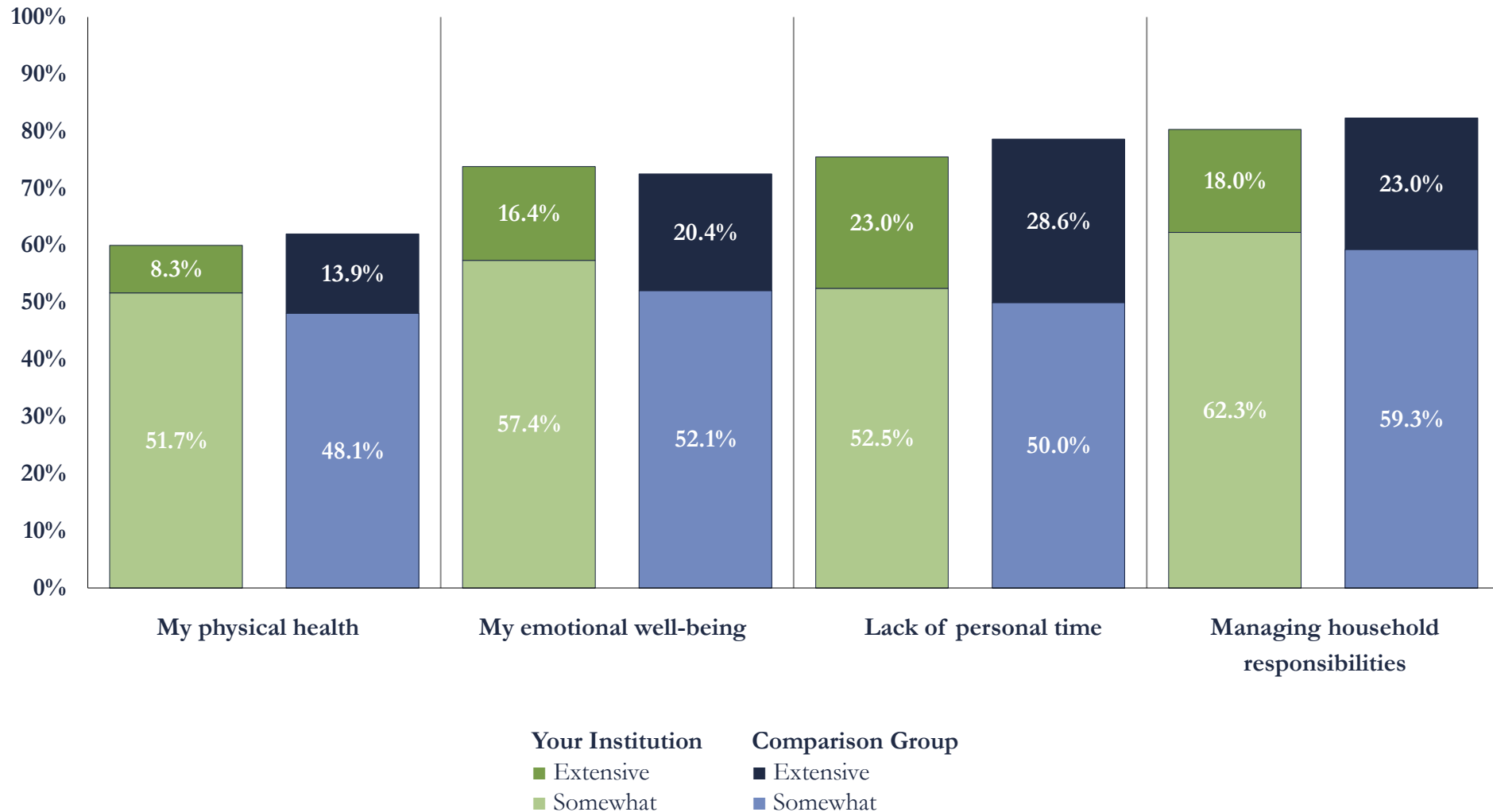
Stress Due to Discrimination, by Race/Ethnicity

Race	Your Institution	Comp Group
Native American/Alaska Native		
<i>Extensive</i>	–	–
<i>Somewhat</i>	–	–
Asian/Pacific Islander		
<i>Extensive</i>	–	7.1%
<i>Somewhat</i>	–	21.4%
Black/African American		
<i>Extensive</i>	–	7.7%
<i>Somewhat</i>	–	61.5%
Latina/o/x		
<i>Extensive</i>	14.3%	4.5%
<i>Somewhat</i>	57.1%	40.9%
White		
<i>Extensive</i>	0.0%	3.2%
<i>Somewhat</i>	35.0%	21.7%
Other Race/Ethnicity		
<i>Extensive</i>	–	16.7%
<i>Somewhat</i>	–	50.0%
Two or more Races/Ethnicities		
<i>Extensive</i>	–	7.4%
<i>Somewhat</i>	–	29.6%

Additional Sources of Stress

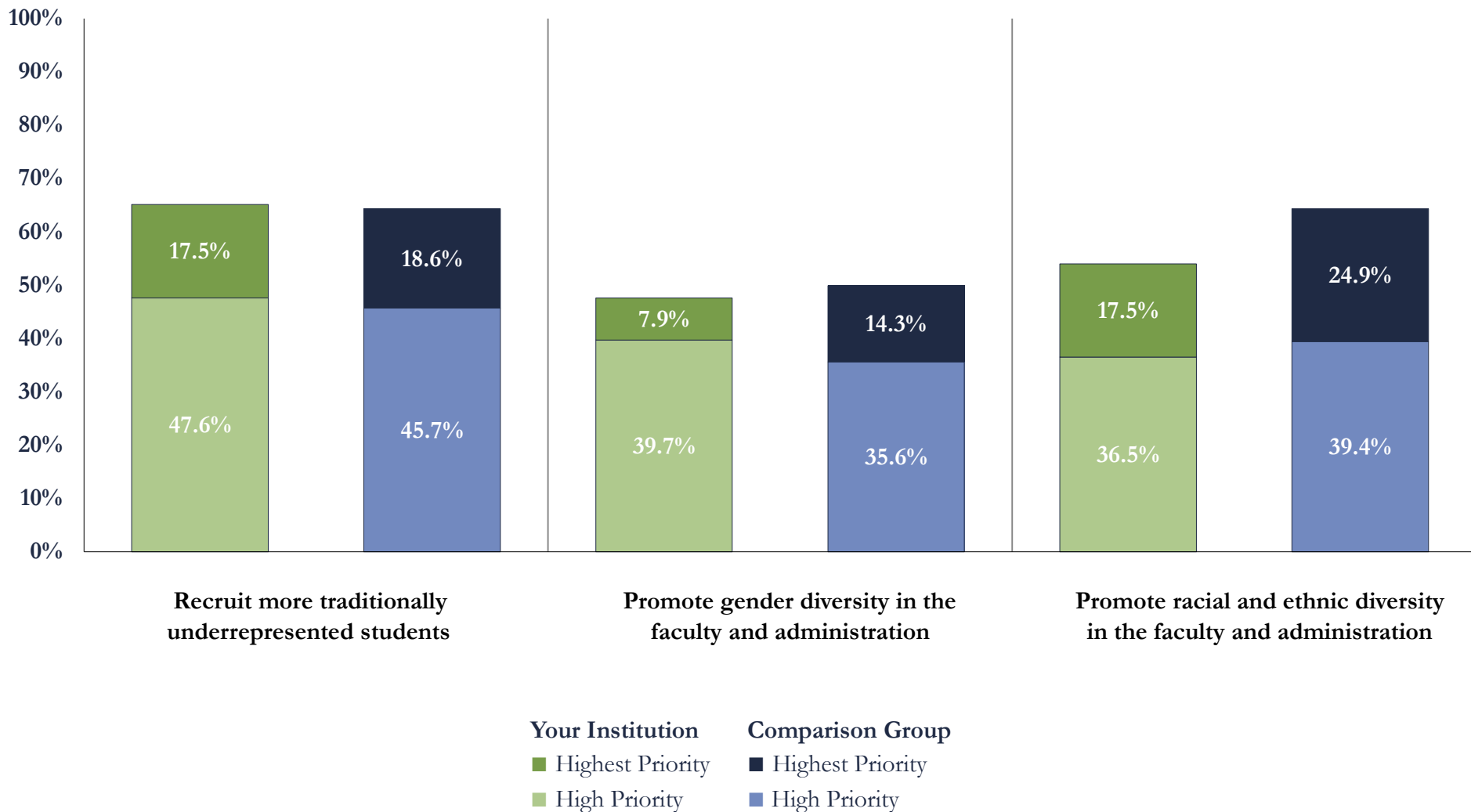


Personal Sources of Stress

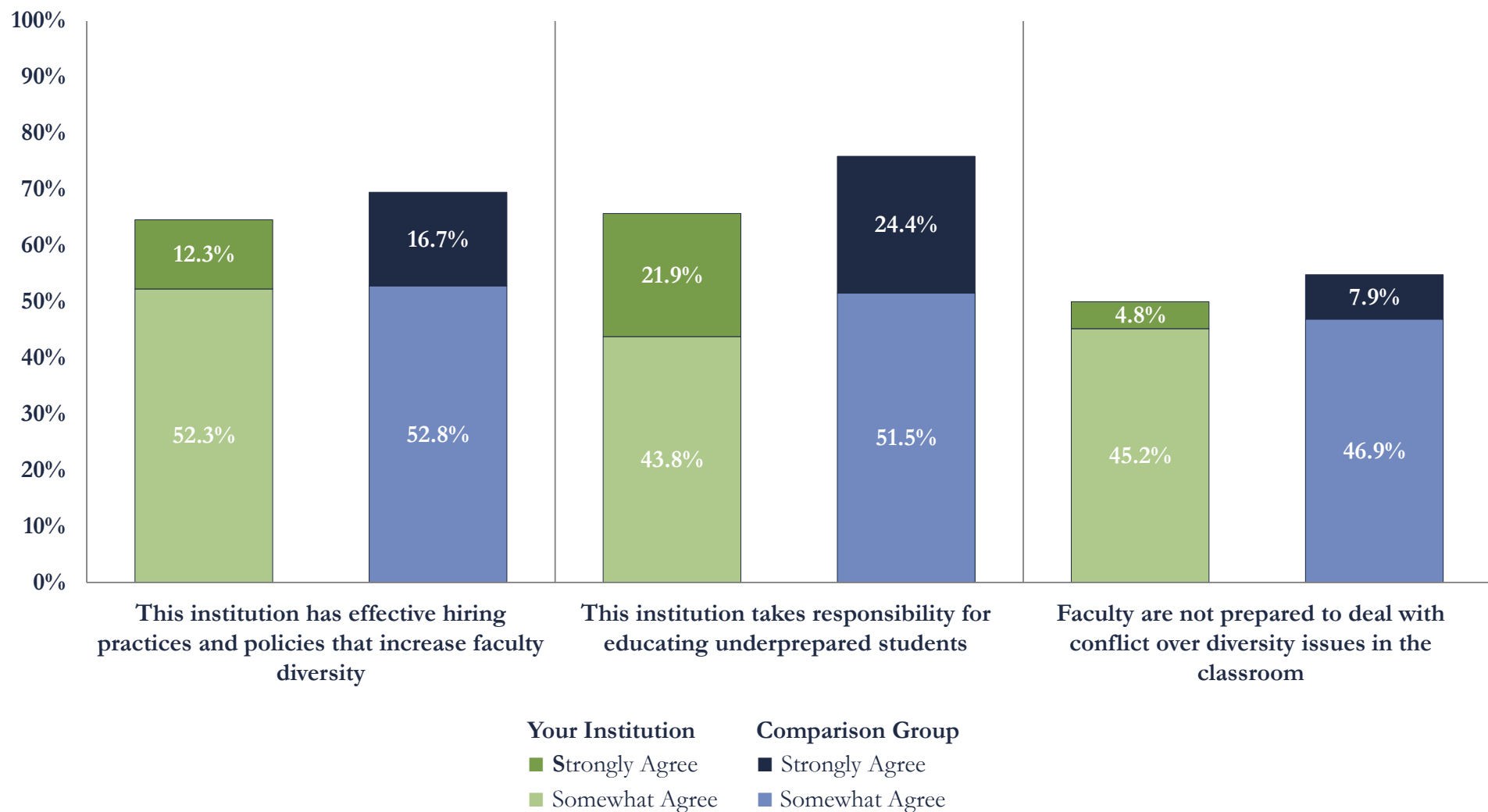


Faculty Perspectives on Campus Climate

Institutional Priority: Commitment to Diversity

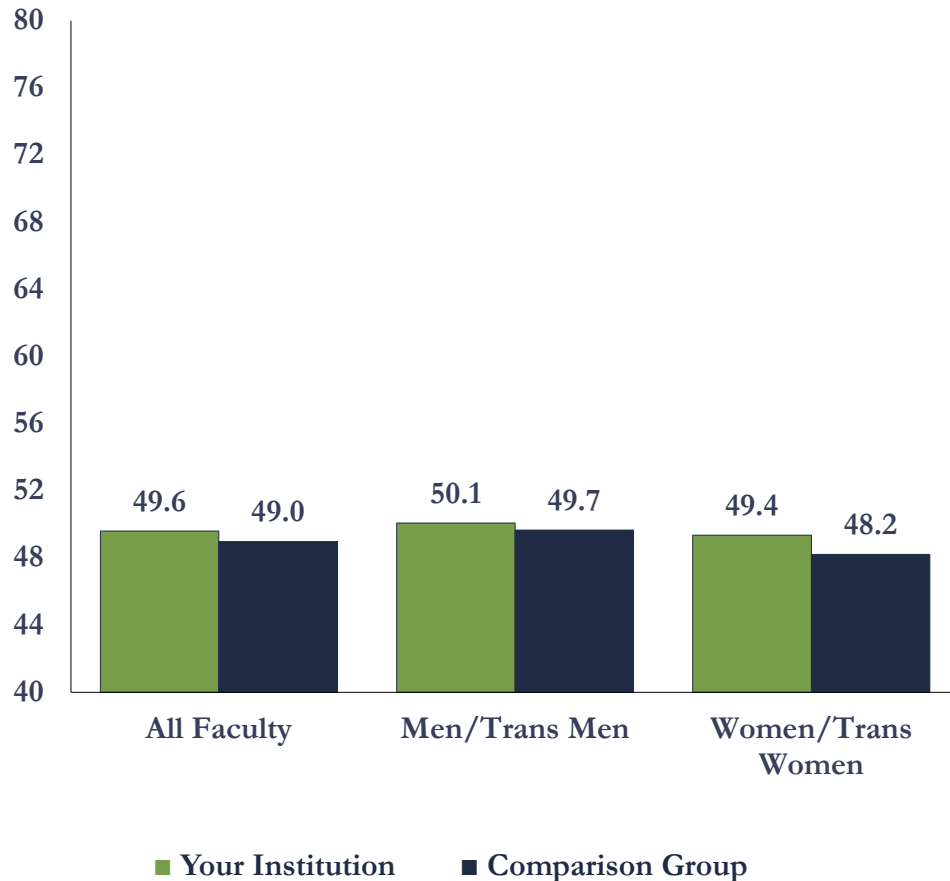


Perspectives on Campus Climate for Diversity



Institutional Priority: Civic Engagement

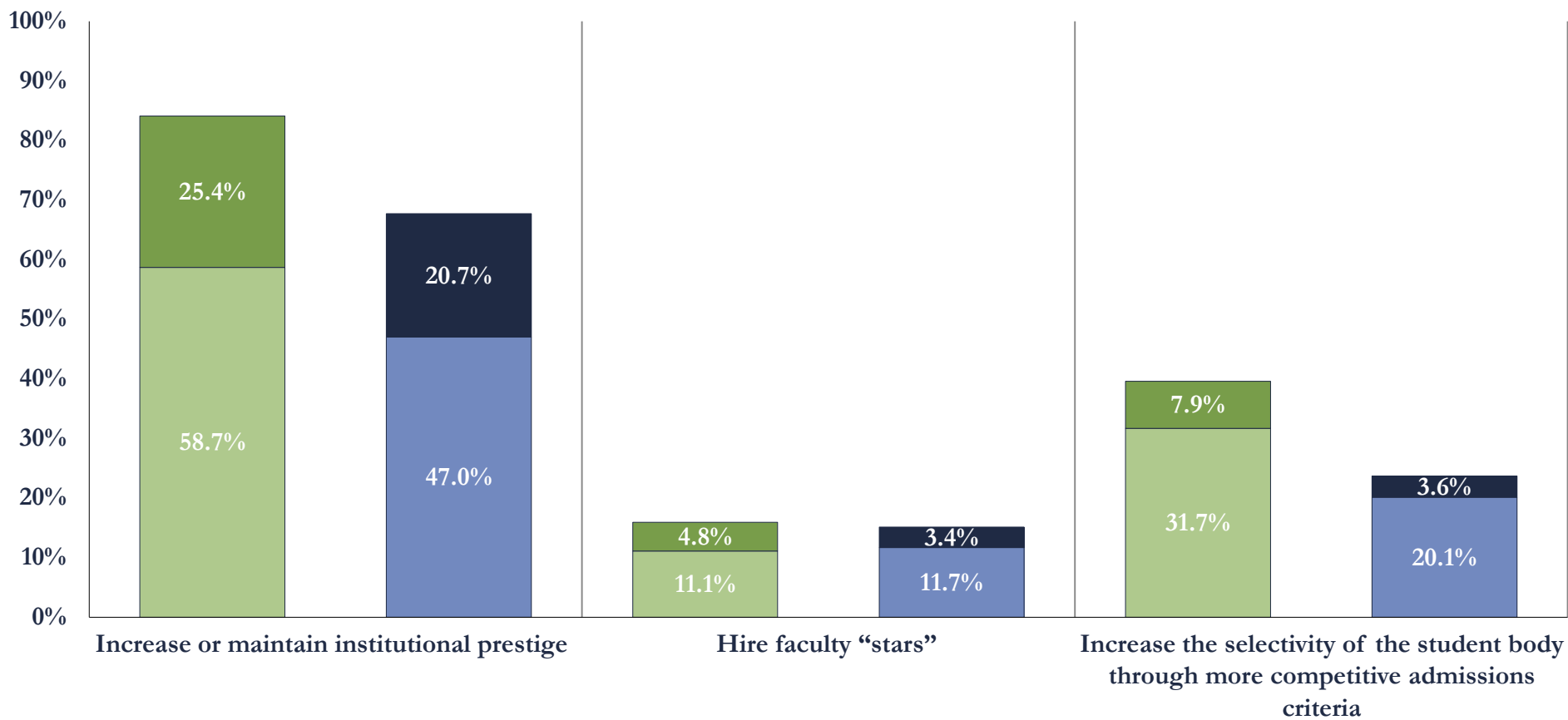
Civic Engagement measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.



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

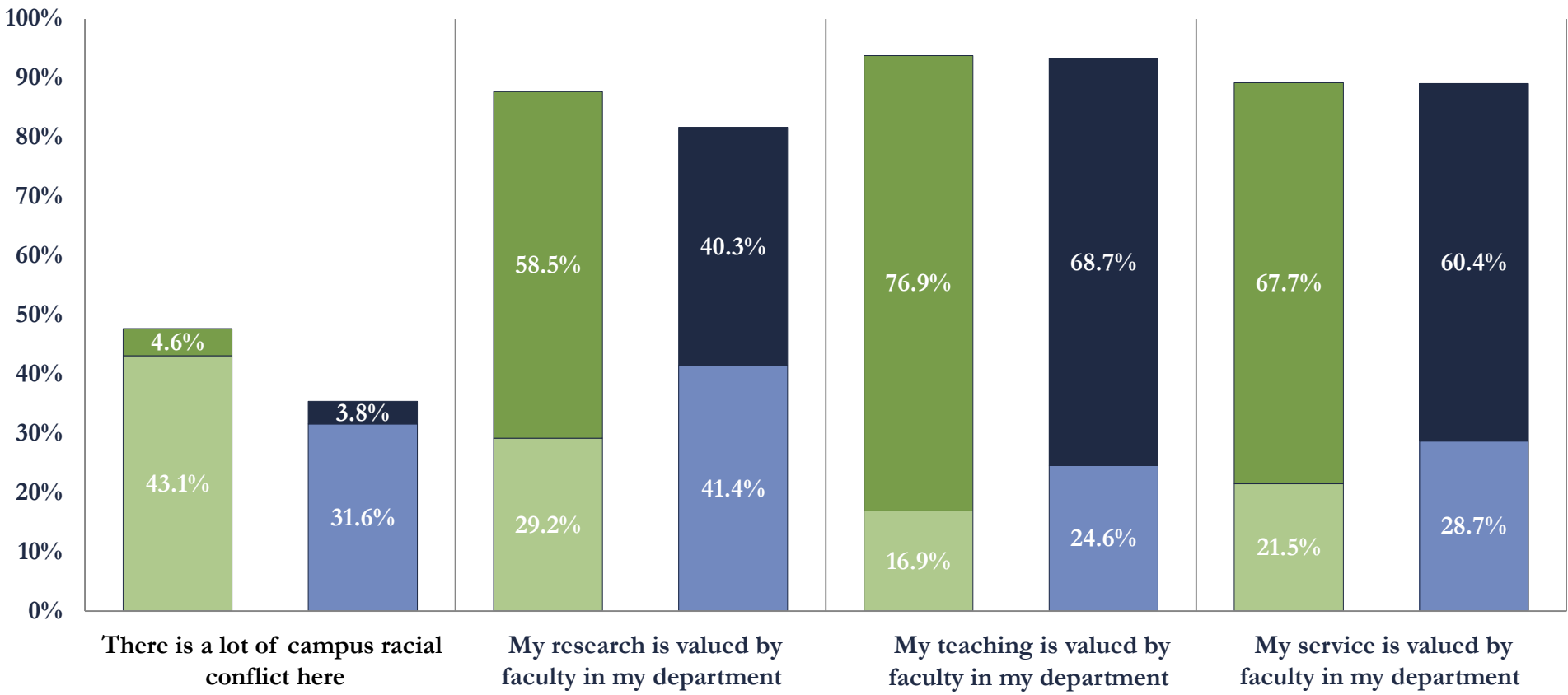
Institutional Priority: Increasing Prestige



Your Institution
■ Highest Priority
■ High Priority

Comparison Group
■ Highest Priority
■ High Priority

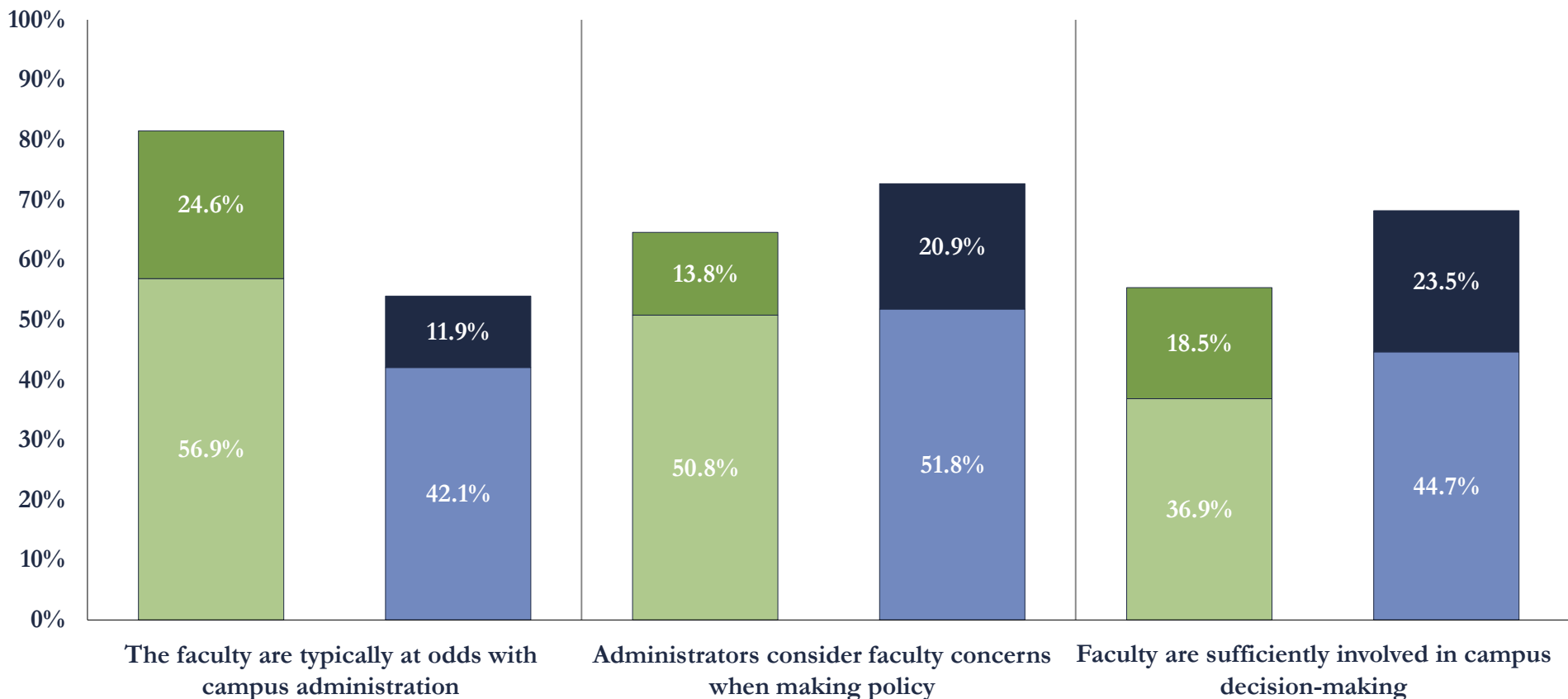
Perspectives on Campus and Departmental Climate



Your Institution
 ■ Strongly Agree
 ■ Somewhat Agree

Comparison Group
 ■ Strongly Agree
 ■ Somewhat Agree

Perspectives on Shared Governance

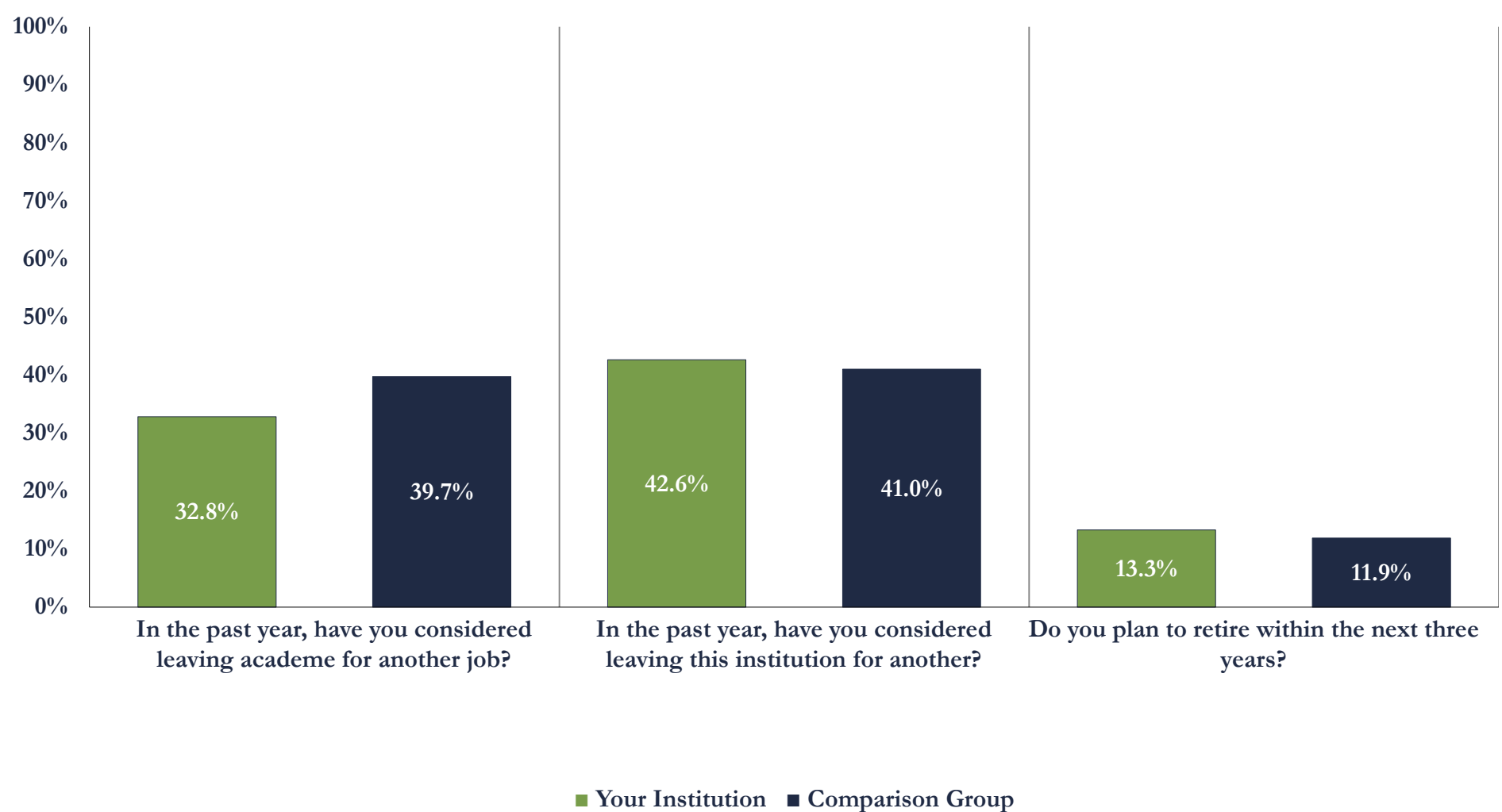


Your Institution
 ■ Strongly Agree
 ■ Somewhat Agree

Comparison Group
 ■ Strongly Agree
 ■ Somewhat Agree

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**

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