



Faculty Satisfaction at Iowa State: Results from the 2008 Survey

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1. Introduction
 2. Overall survey results
 3. Comparisons between STEM and Social & Behavioral Sciences
 4. STEM Topics
 5. Current and future plans
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- Any opinions, findings, and conclusions or recommendations expressed in this material are those of the authors and do not necessarily reflect the views of the National Science Foundation.



AAUDE Faculty Satisfaction Survey

- ISU faculty surveyed electronically in January 2008.
- All tenured and tenure eligible faculty, all non-tenure-eligible.
- 889 Respondents; overall response rate: 53%.

AAUDE Faculty Satisfaction Survey

Response Category	Population	Respondents
Women	34.20%	36.90%
Men	65.80%	63.10%
Professor	34.20%	37.20%
Associate Professor	25.50%	26.00%
Assistant Professor	19.60%	21.70%
Lecturer/Instructor/Clinician	20.80%	15.10%
Tenured	58.70%	62.70%
Tenure-Eligible	18.40%	20.00%
Non-Tenure-Eligible	22.90%	17.30%
White	81.60%	85.40%
African-American	2.00%	1.80%
American Indian	0.50%	0.60%
Asian/Pacific Islander	13.60%	9.90%
Hispanic	2.30%	2.40%
Full-time	85.60%	90.10%
Part-time	14.40%	9.90%

AAUDE Faculty Satisfaction Survey

Response Category	Population	Respondents	Response Rate
Women	574	328	57.1%
Men	1,102	560	50.8%
Professor	573	331	57.8%
Associate Professor	427	231	54.1%
Assistant Professor	328	193	58.8%
Instructor	348	134	38.5%
Tenured	984	557	56.6%
Tenure-Eligible	308	178	57.8%
Non-Tenure-Eligible	384	154	40.1%
White	1,368	759	55.5%
African American	33	16	48.5%
Asian/Pacific Islander	228	88	38.6%
American Indian	9	5	55.6%
Hispanic	38	21	55.3%
Full-time	1,435	801	55.8%
Part-time	241	88	36.5%

Topics Covered in Faculty Survey:

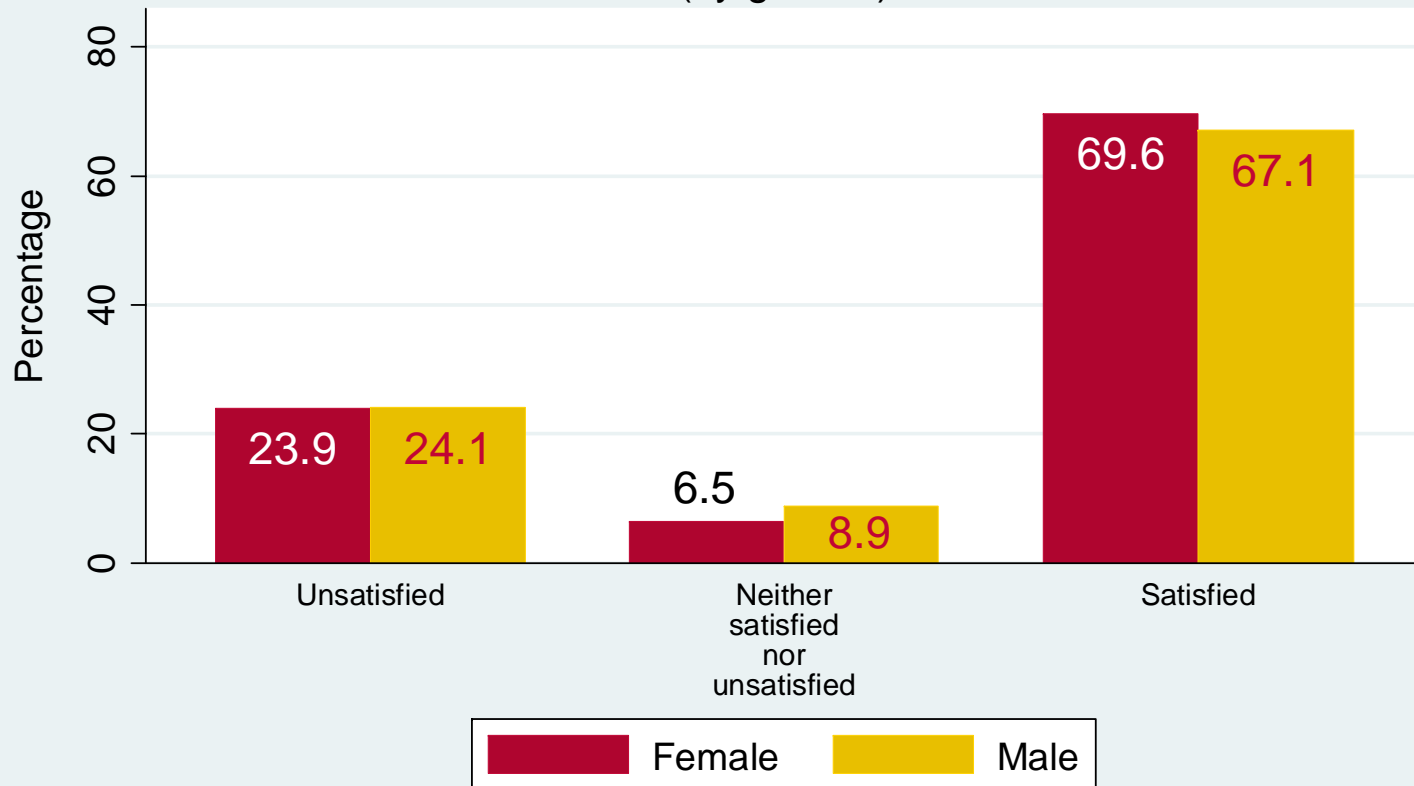


- Overall Satisfaction
- Faculty Resources
- Work Stressors
- Workload
- Work Cultures & Values
- Mentoring
- Tenure & Promotion
- Hiring & Retention
- ISU Work/Life Policies
- Life Outside the Institution

11 AAU institutions have conducted the survey starting in 2006

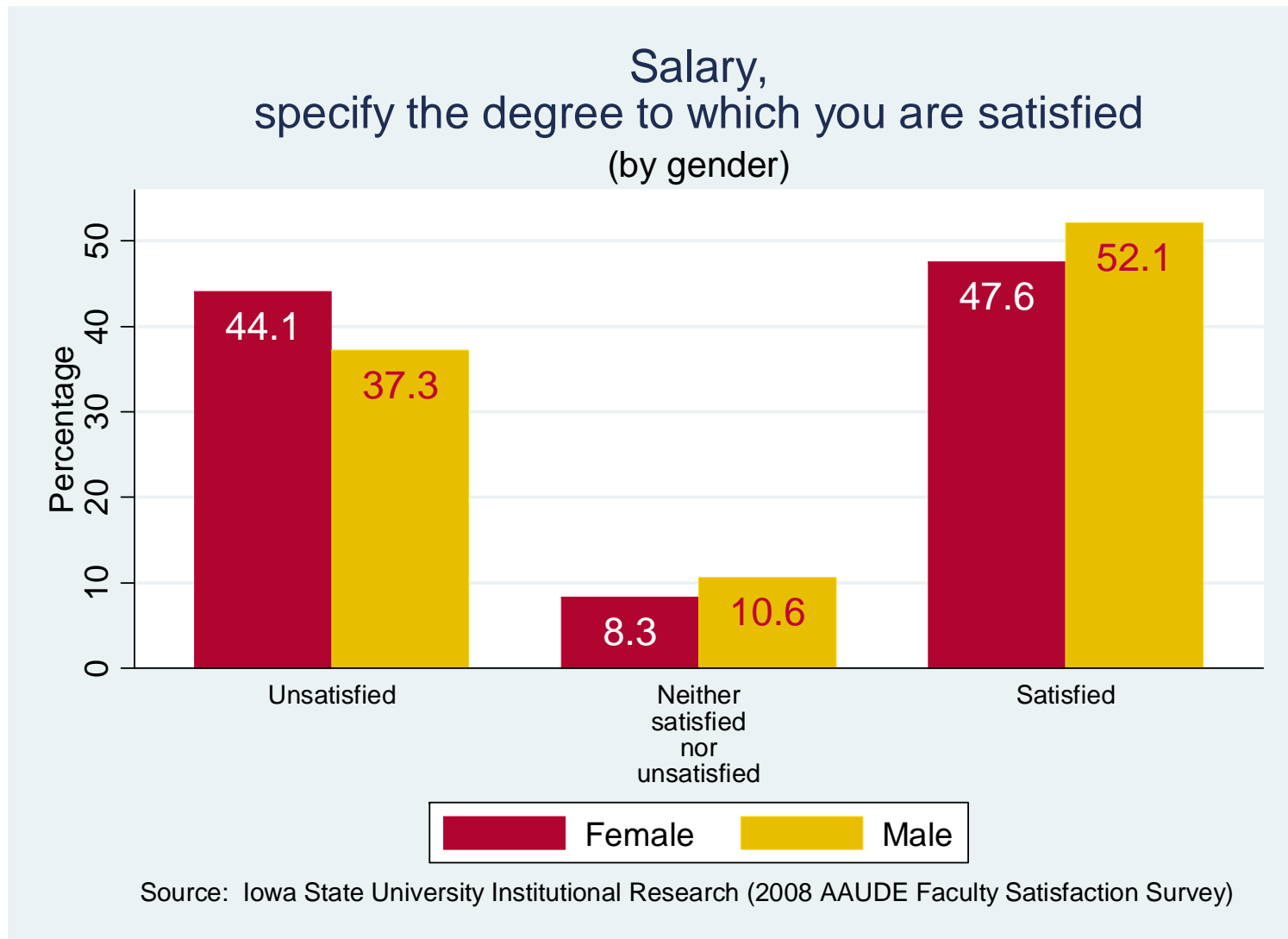
Overall Job Satisfaction

Overall, how satisfied are you
being a faculty member at Iowa State?
(by gender)



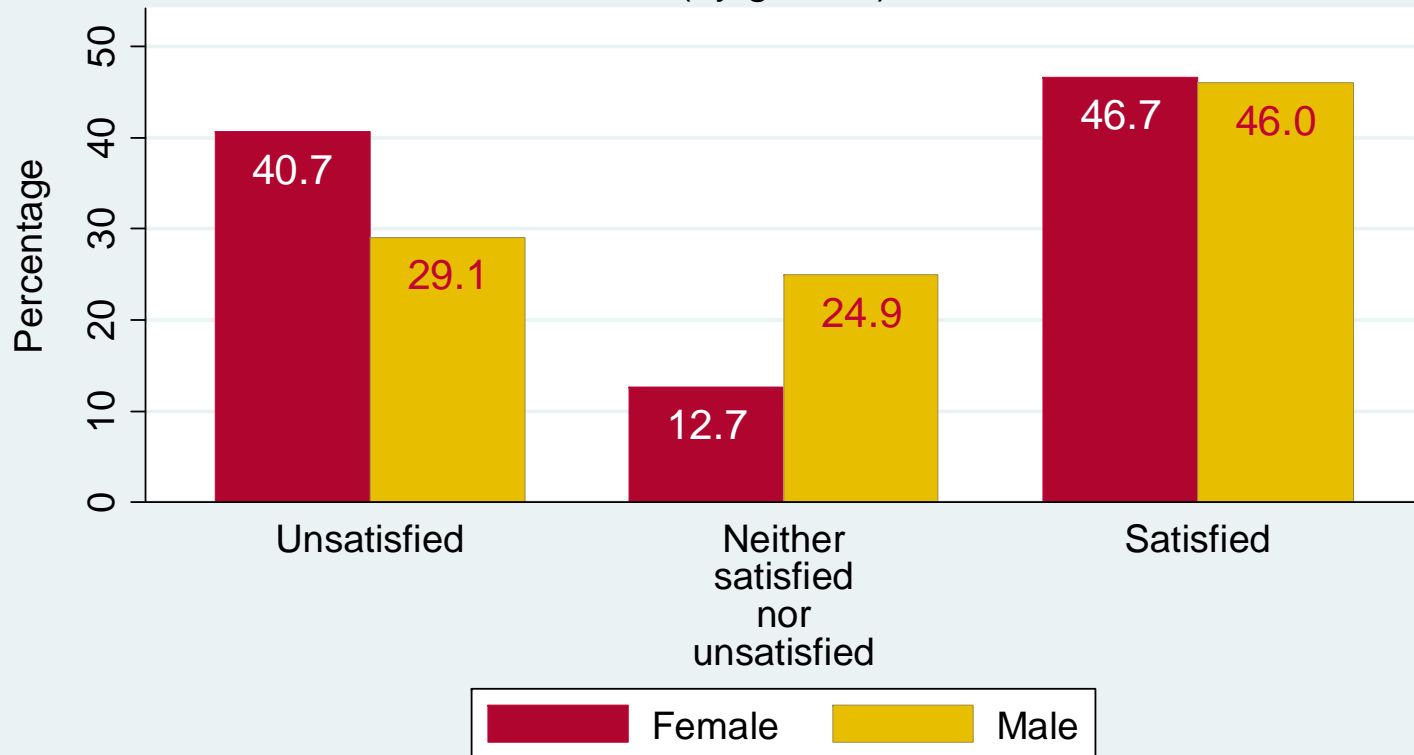
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Salary Satisfaction



Start-up Cost Satisfaction

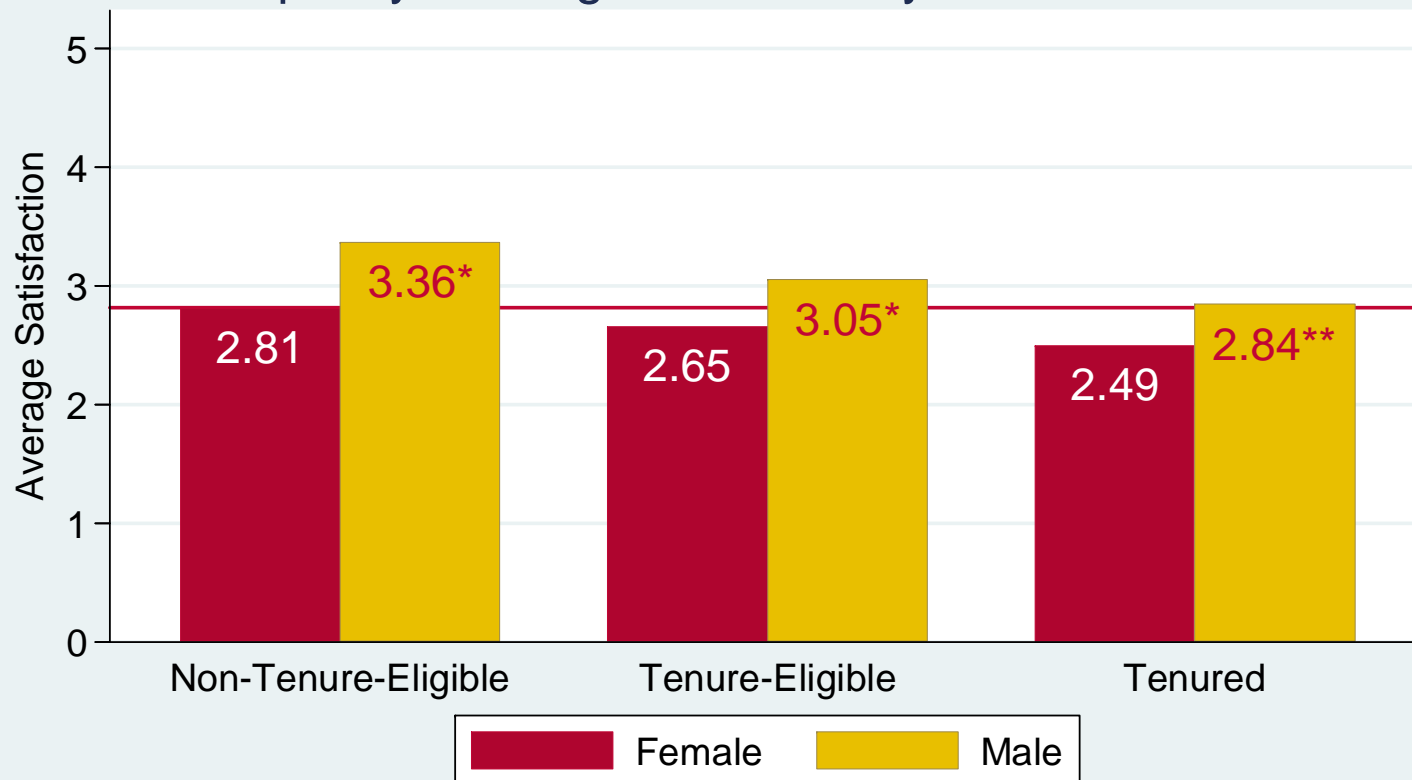
Start-up costs,
the degree to which you are satisfied
(by gender)



Responses for tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Faculty Resources - Time

Time available for scholarly work,
specify the degree to which you are satisfied

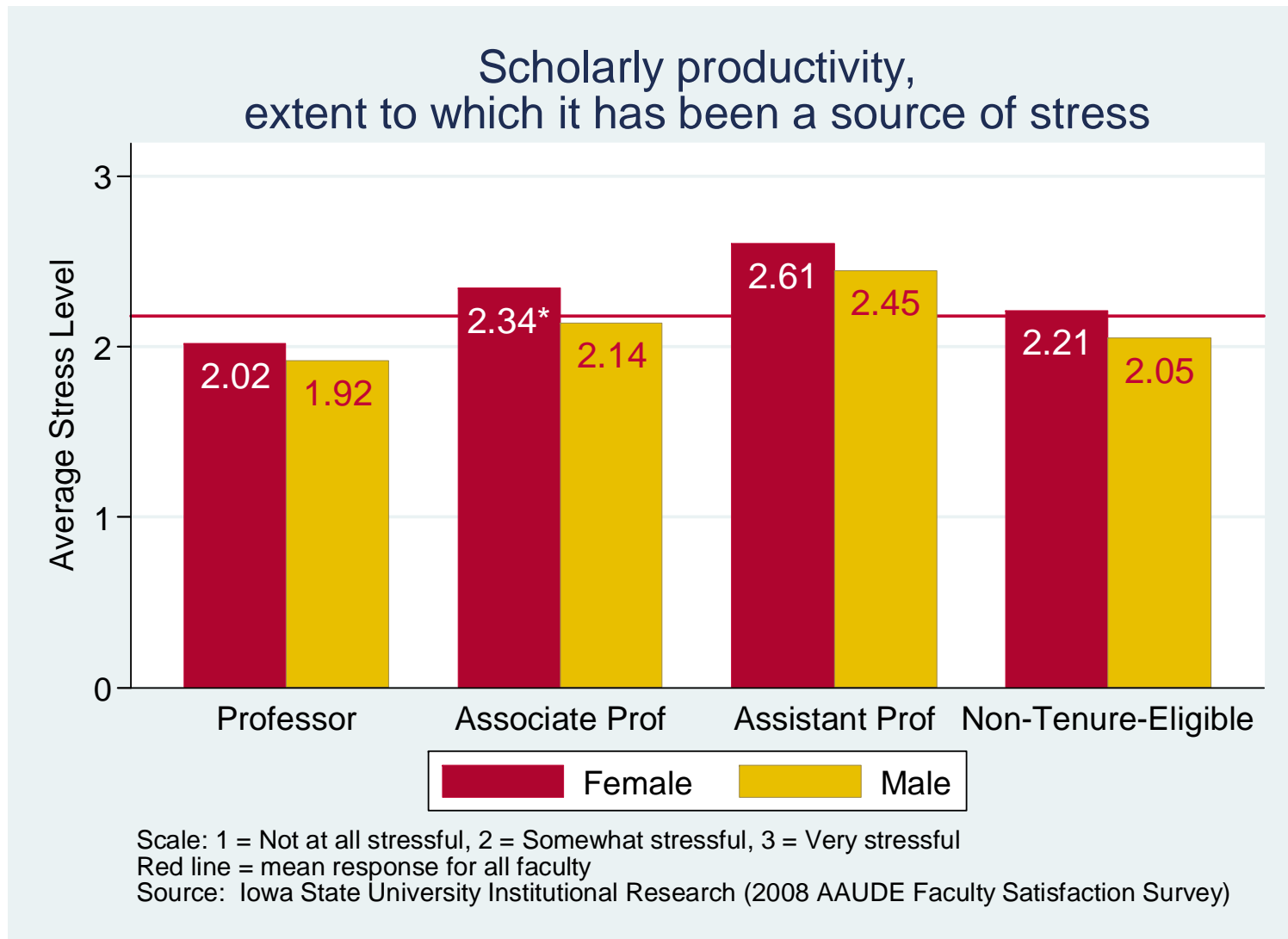


Scale: 1 = Very dissatisfied, 3 = Neither satisfied nor dissatisfied, 5 = Very satisfied

Red line = mean response for all faculty

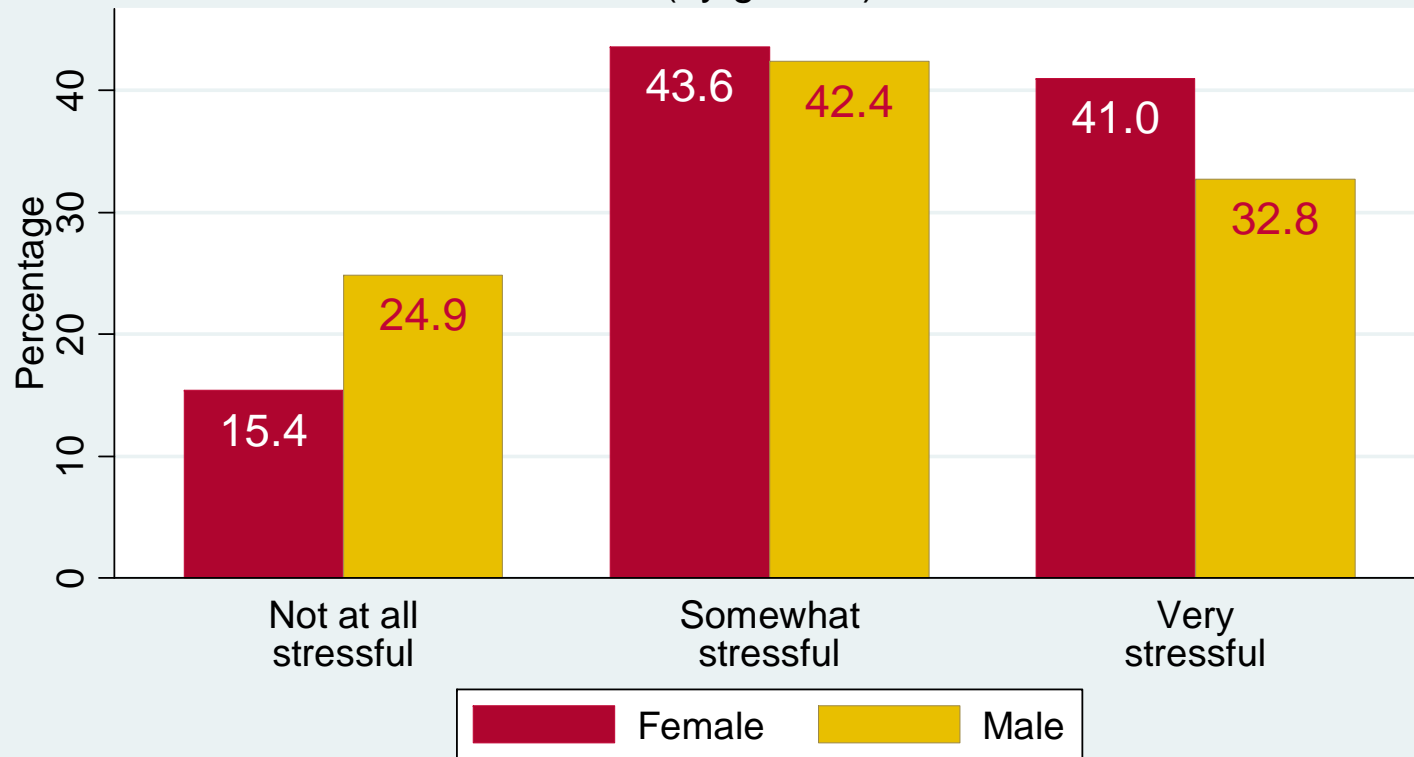
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Work Stressors – Scholarly Productivity



Work Stressors – P&T Review

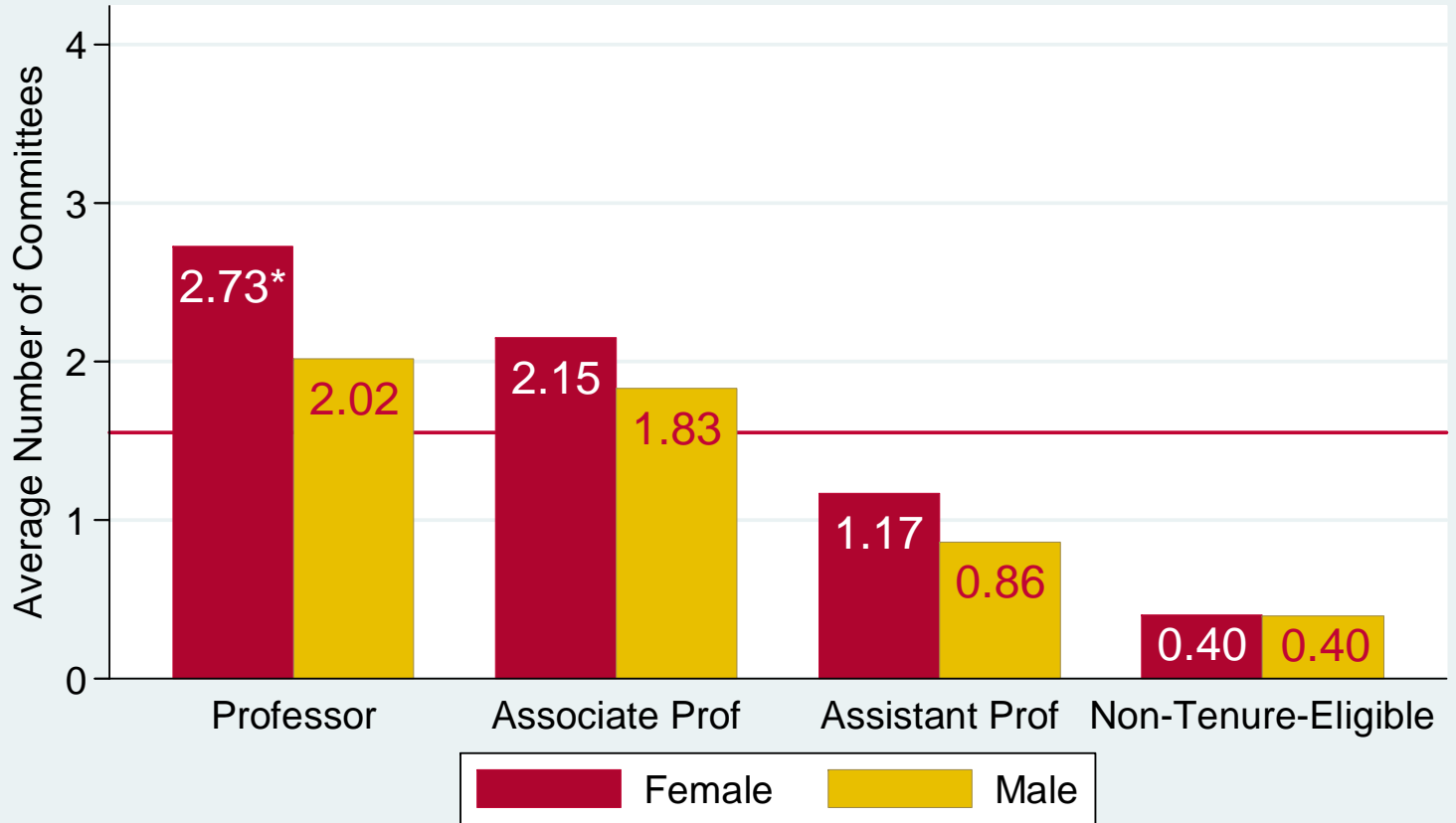
Review/promotion process,
extent to which it has been a source of stress
(by gender)



Responses for tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Workload

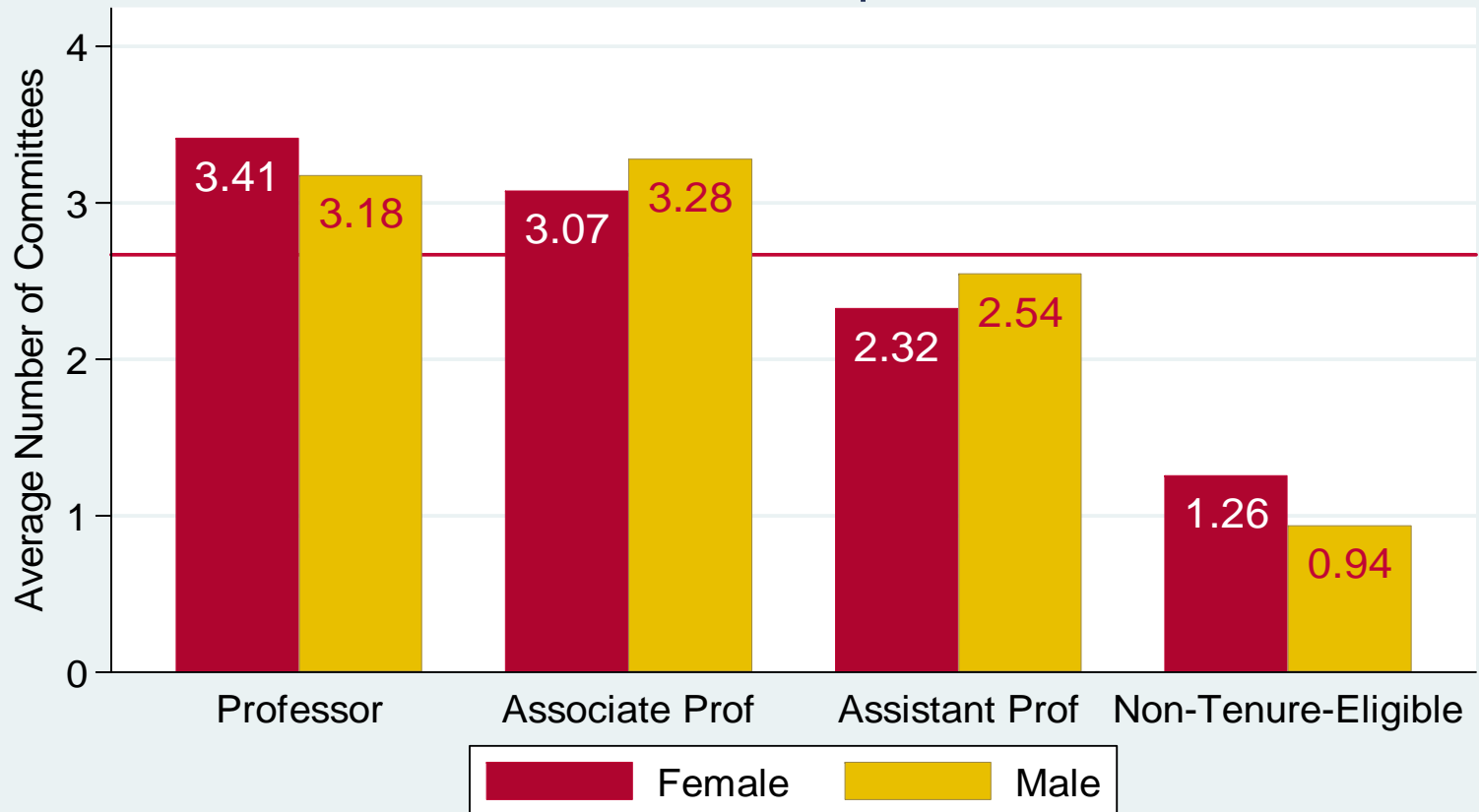
Number of university committees served on within the past 12 months



Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Workload

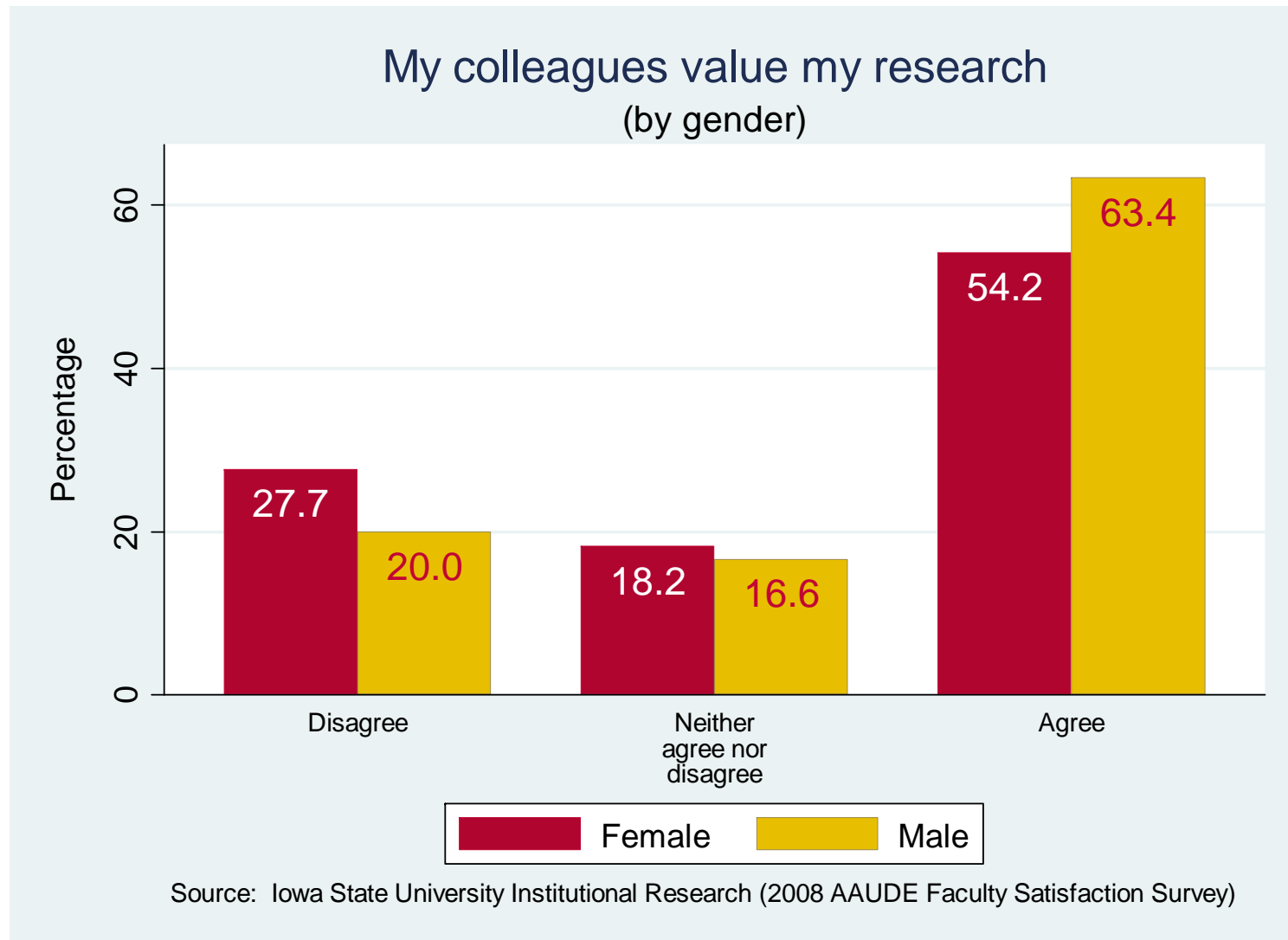
Number of departmental committees served on within the past 12 months



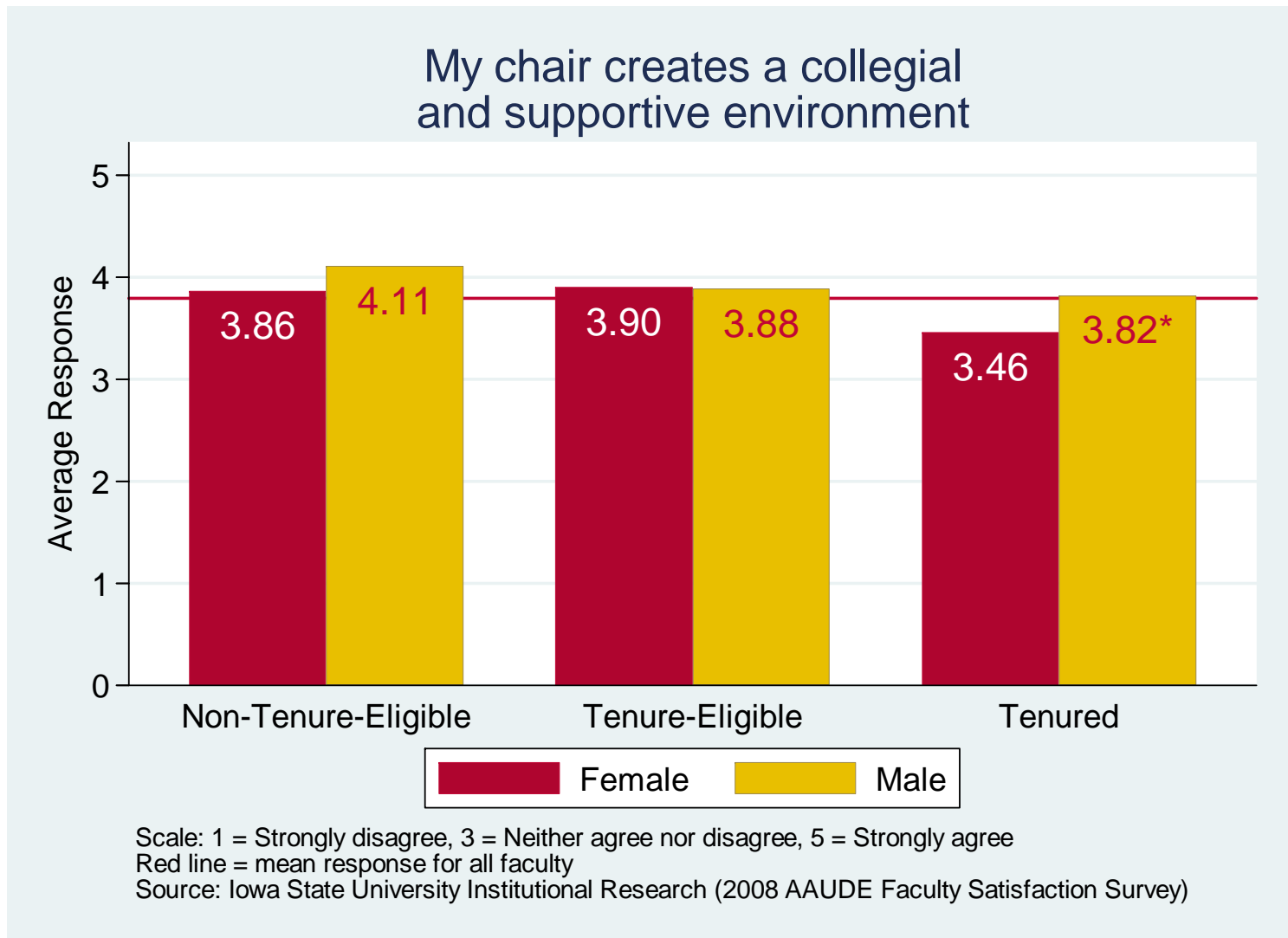
Red line = mean response for all faculty

Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Work Cultures & Values



Work Cultures & Values

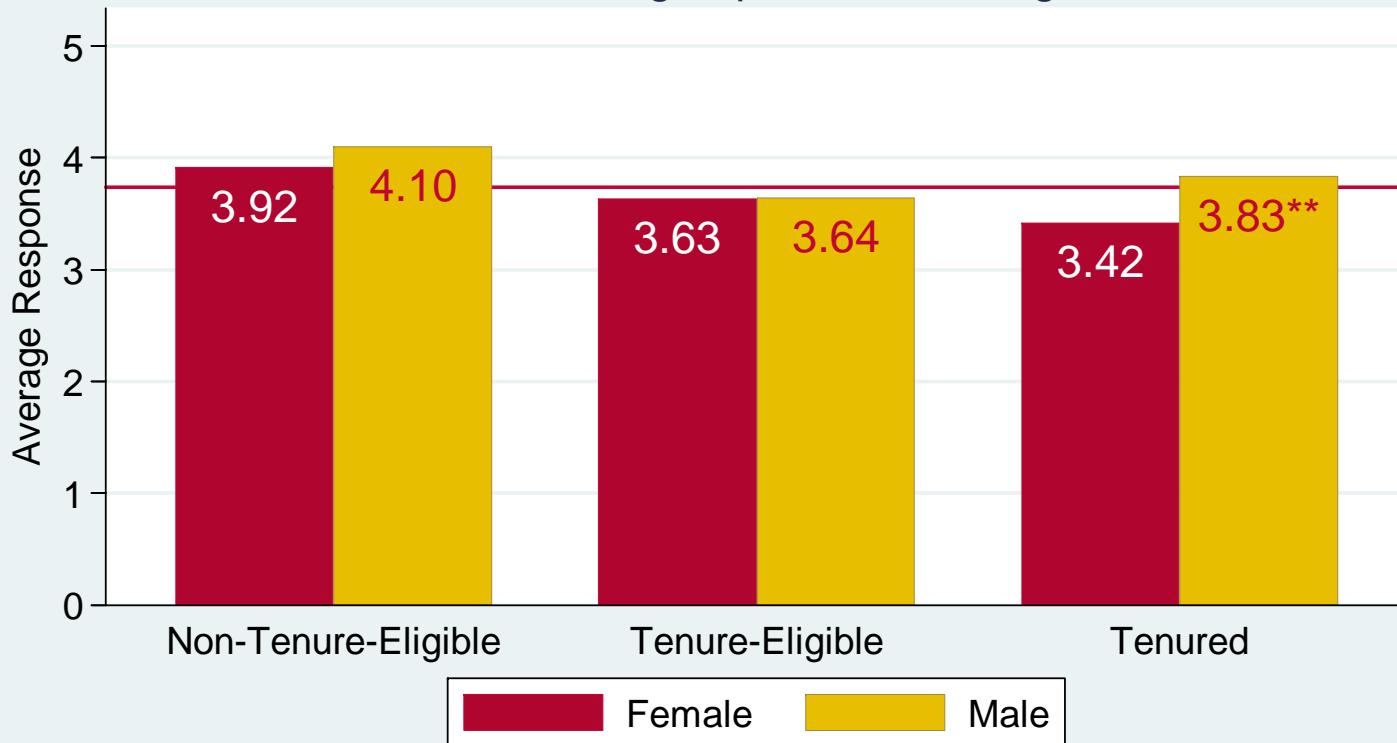


Work Cultures & Values



Work Cultures & Values

My department is a place where faculty may comfortably discuss personal/family responsibilities when scheduling departmental obligations

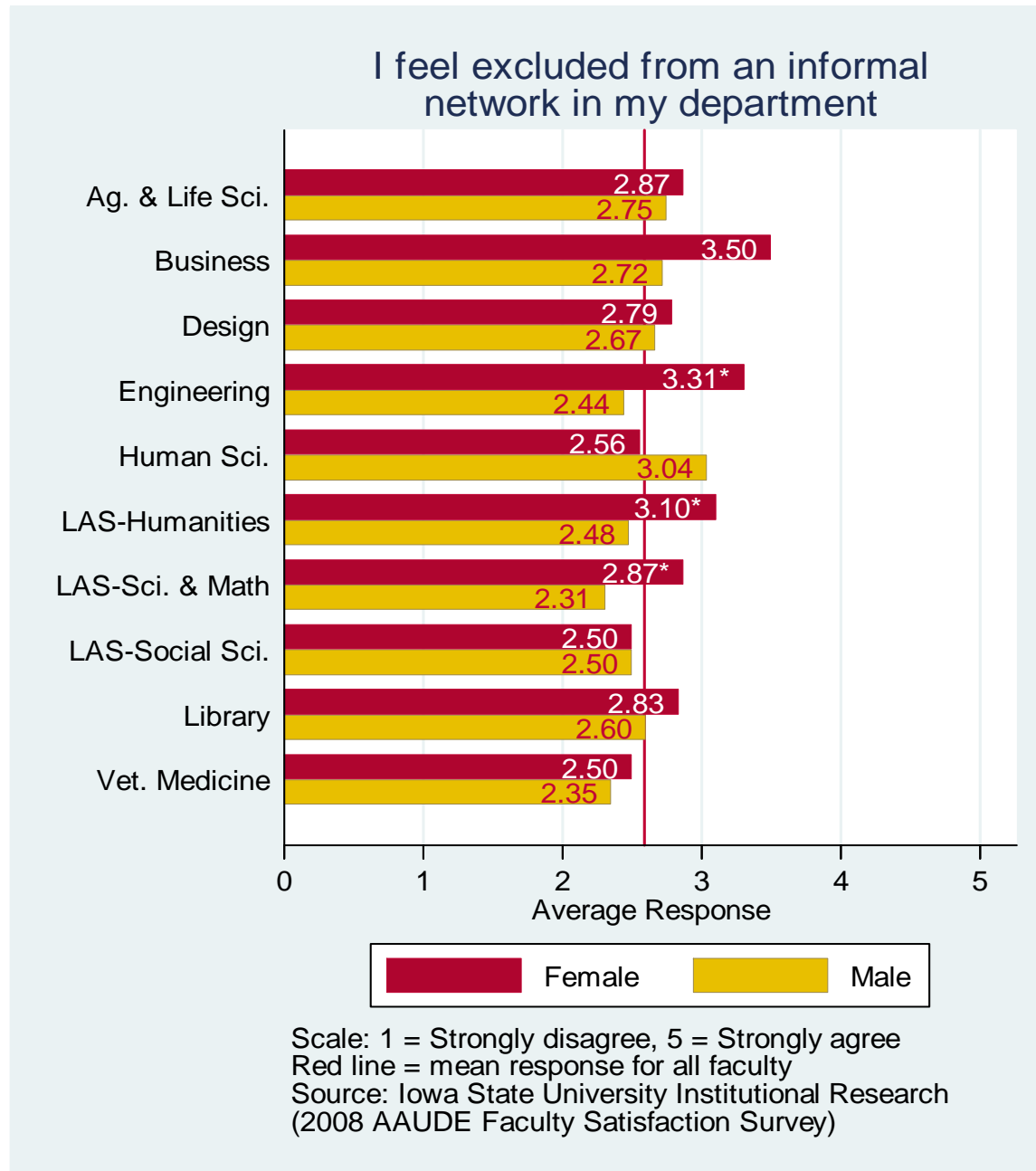


Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

Red line = mean response for all faculty

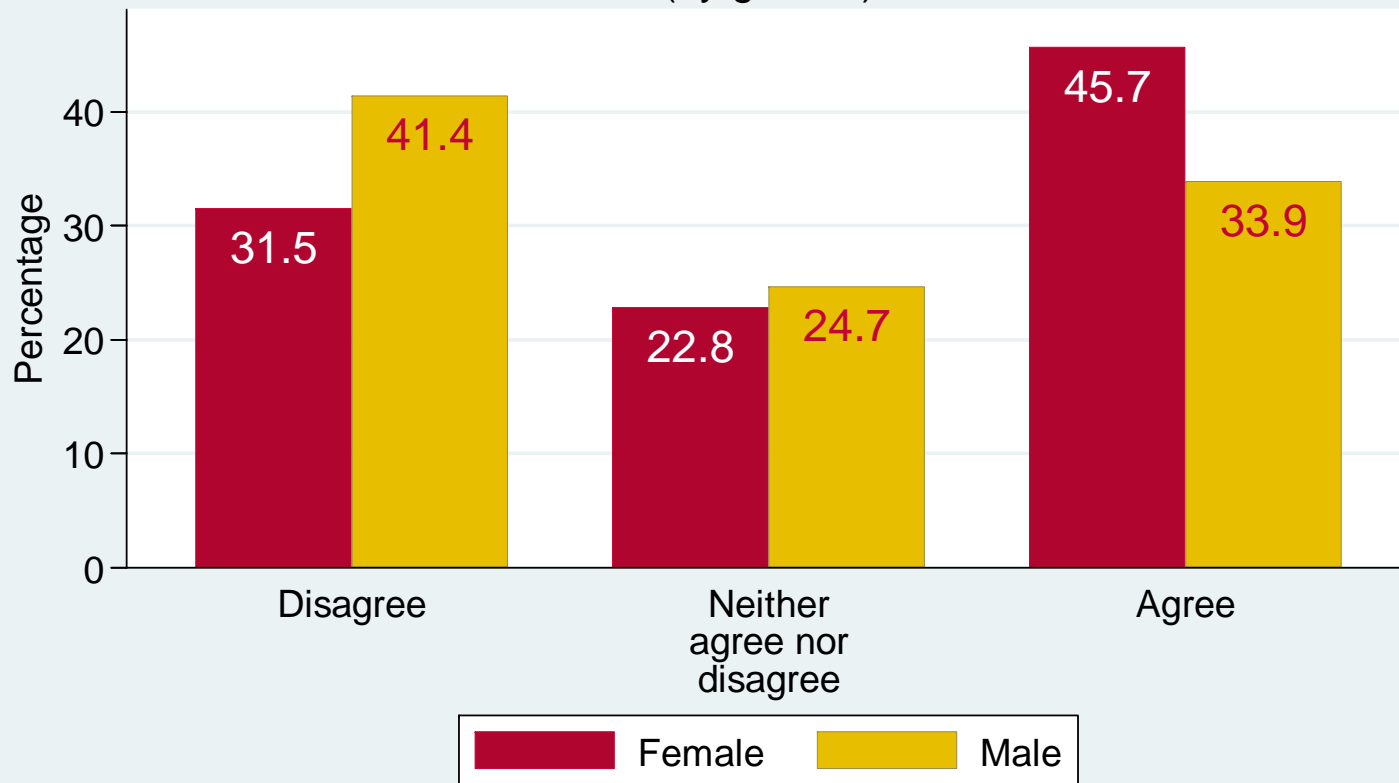
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Work Cultures & Values



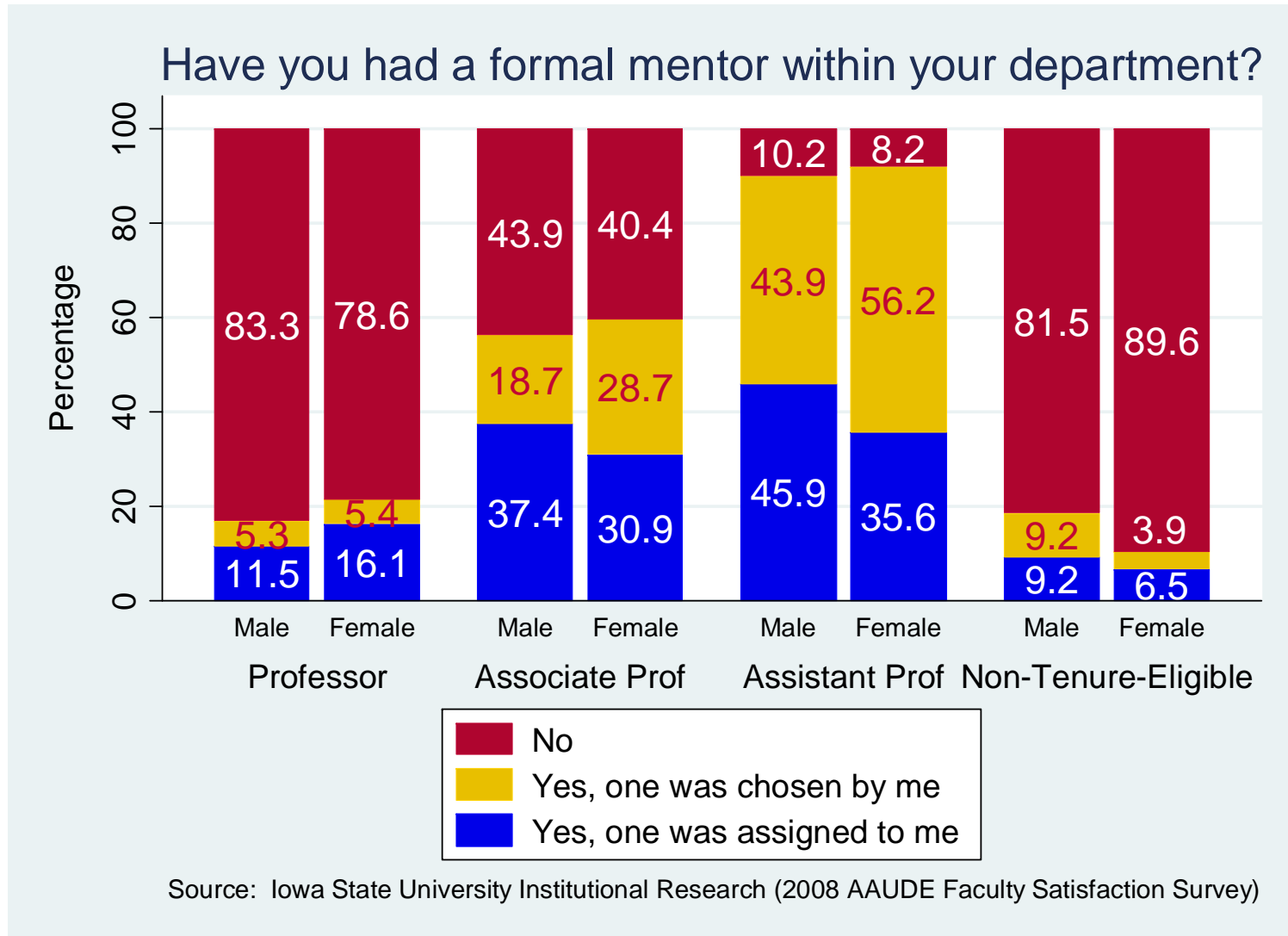
Work Cultures & Values

I have to work harder than some of my colleagues to be perceived as a legitimate scholar
(by gender)

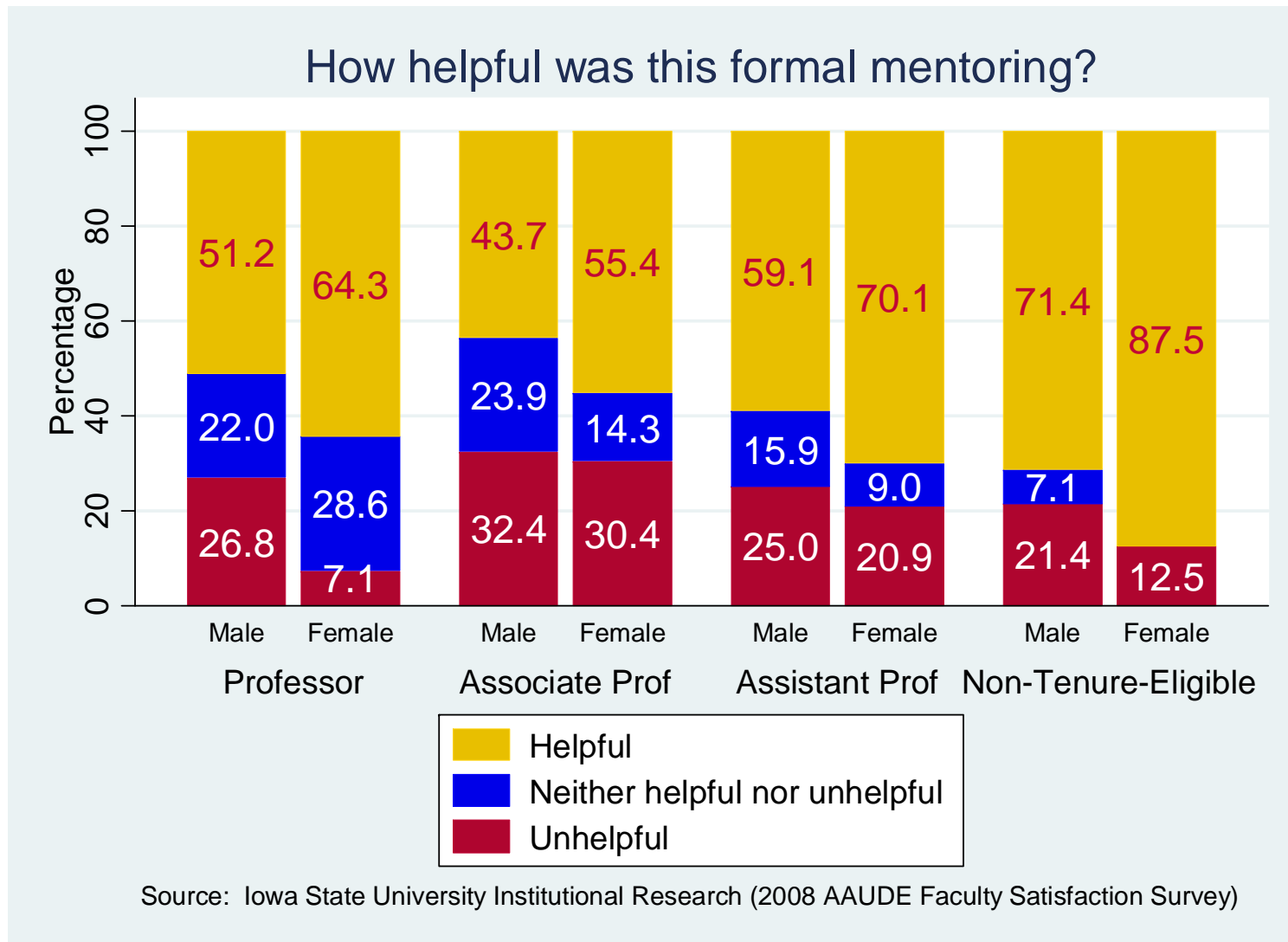


Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Formal Mentoring

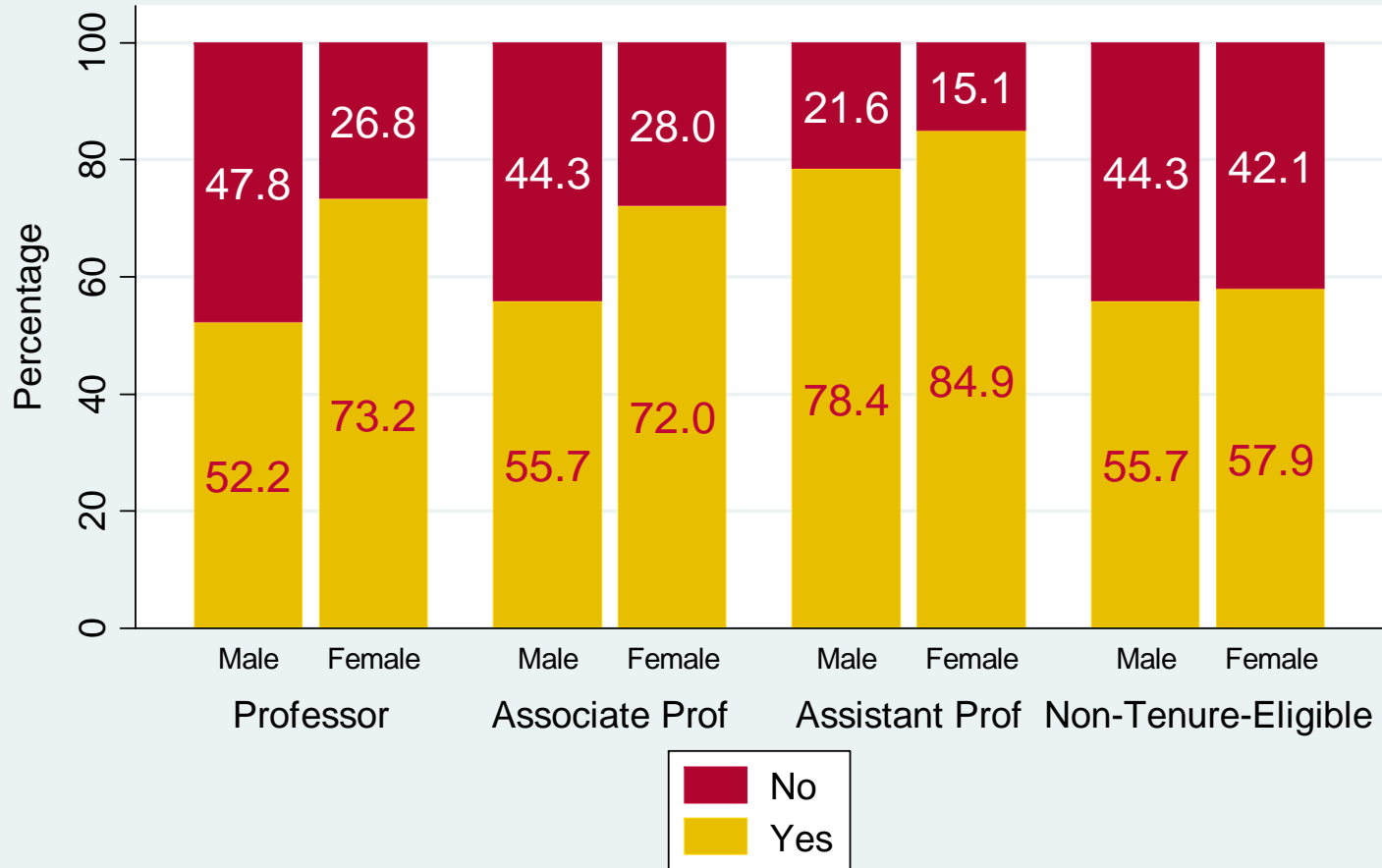


Helpfulness of Formal Mentoring



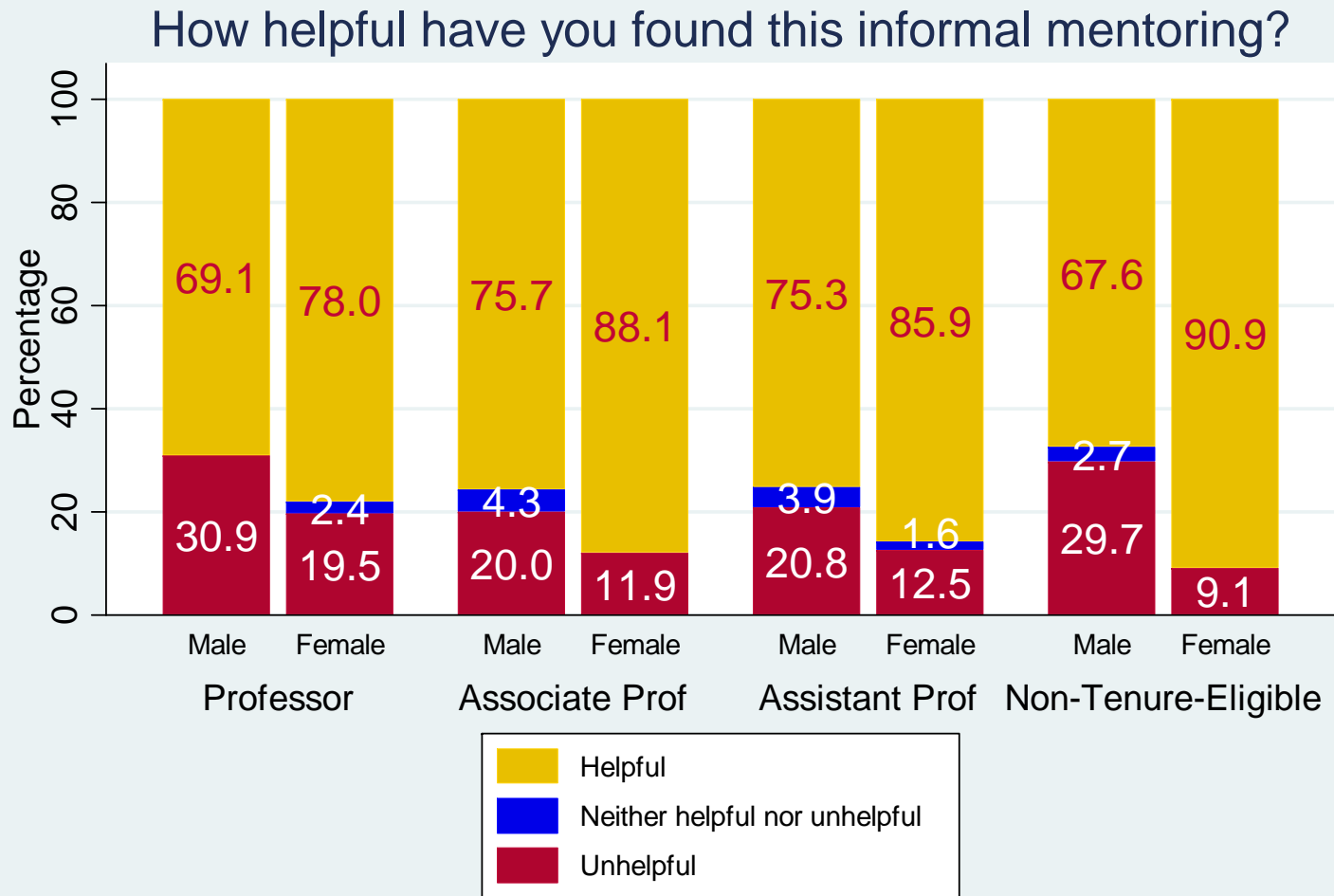
Informal Mentors

Have you had one or more informal mentors while at ISU?



Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

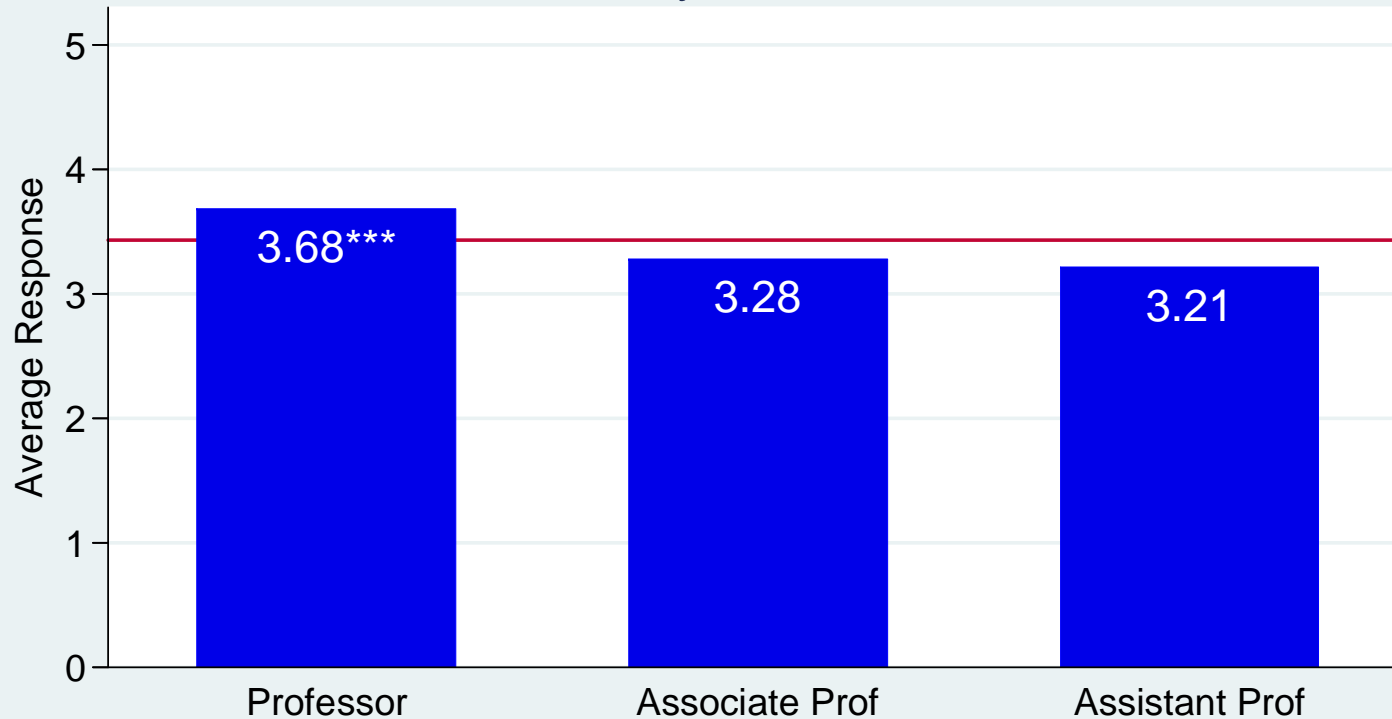
Helpfulness of Informal Mentoring



Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Tenure & Promotion

Criteria for promotion and/or tenure
are clearly communicated



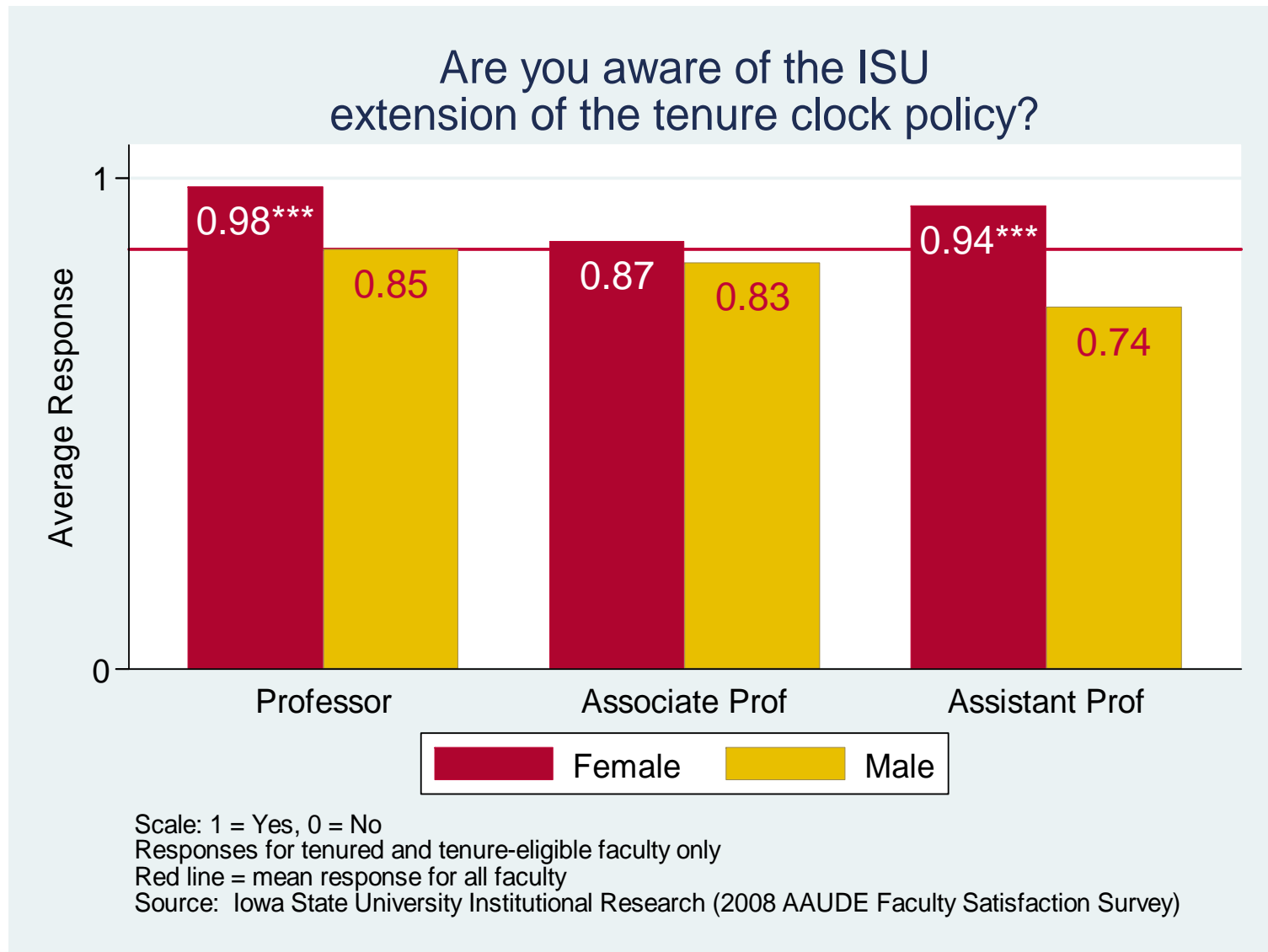
Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

Responses for tenured and tenure-eligible faculty only

Red line = mean response for all faculty

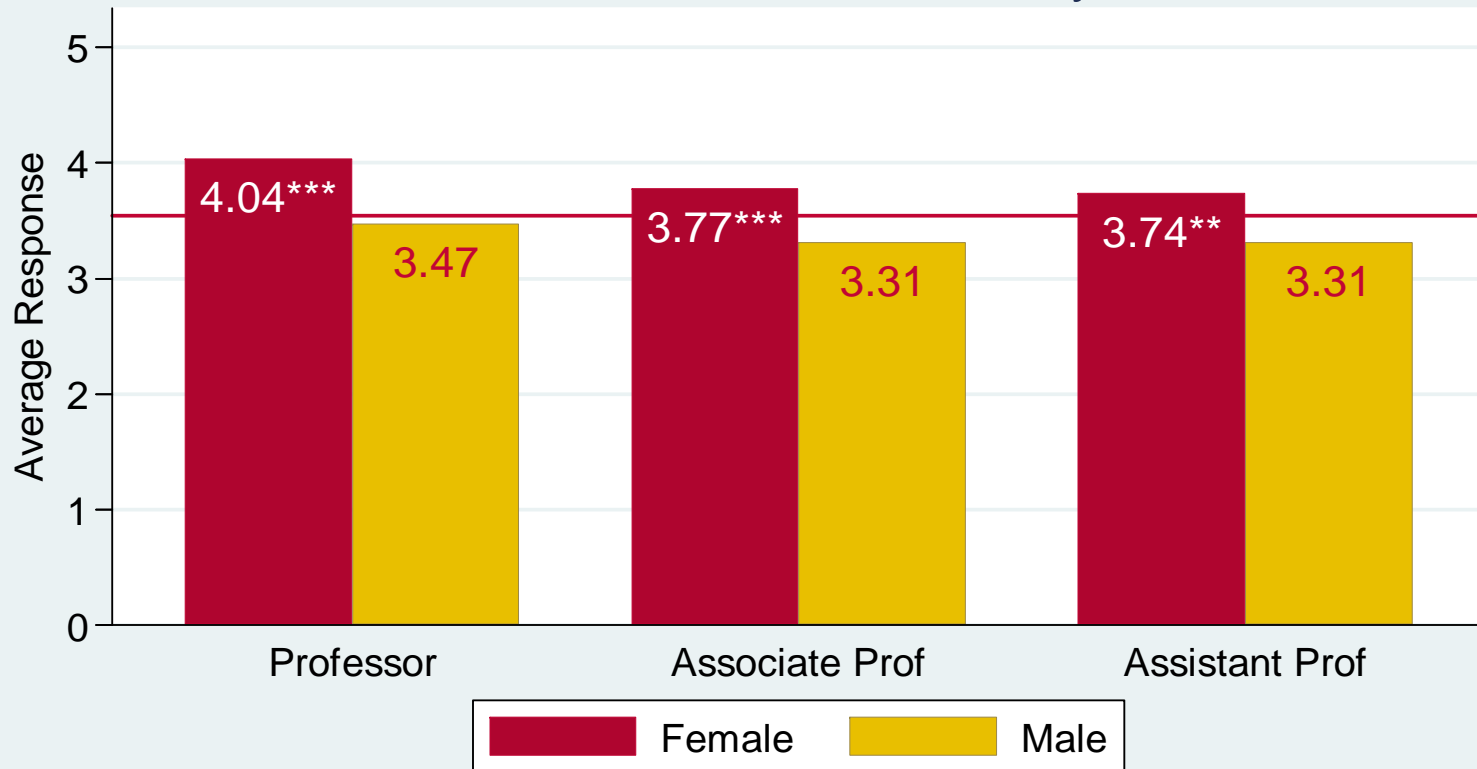
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Flexible Tenure Policies



Flexible Tenure Policies

The tenure clock policy will help
Iowa State recruit faculty



Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

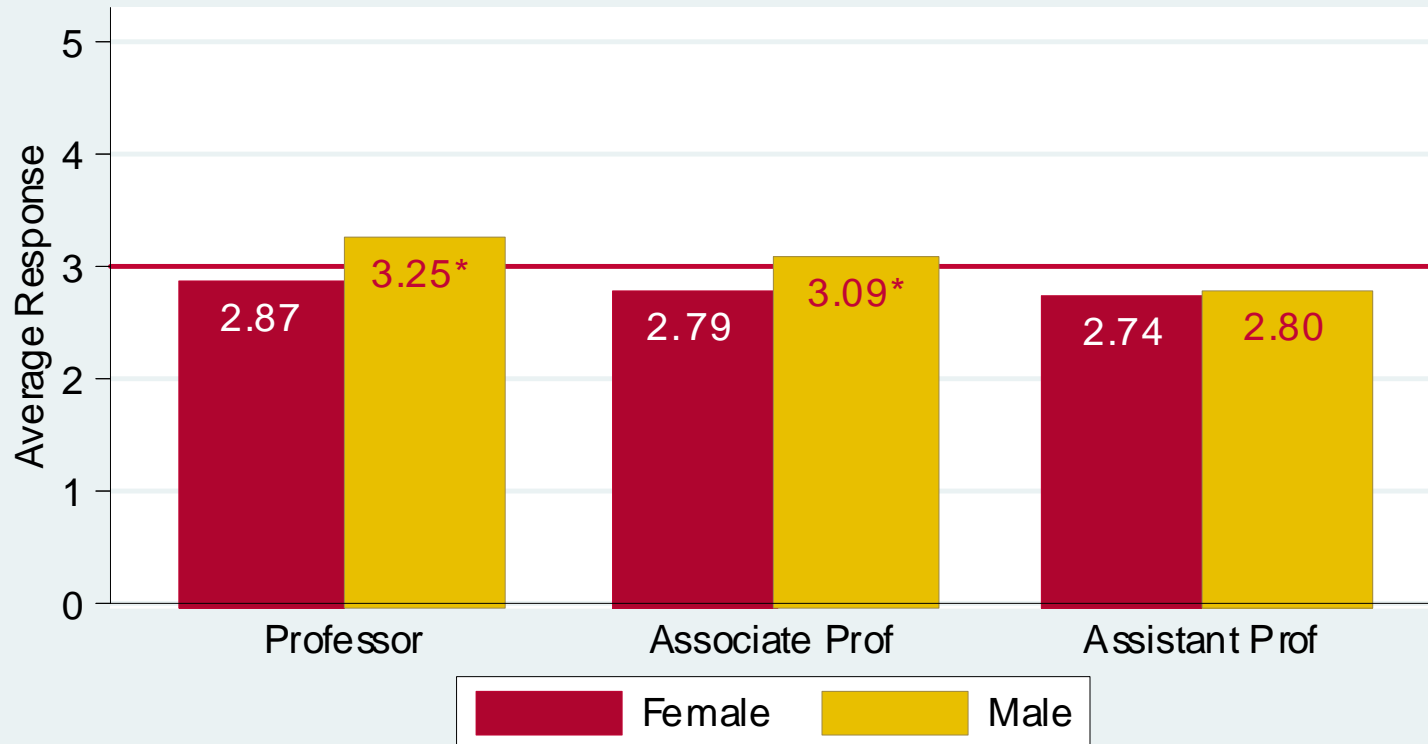
Responses for tenured and tenure-eligible faculty only

Red line = mean response for all faculty

Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Flexible Tenure Policies

My department already provides enough tenure flexibility to help faculty



Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

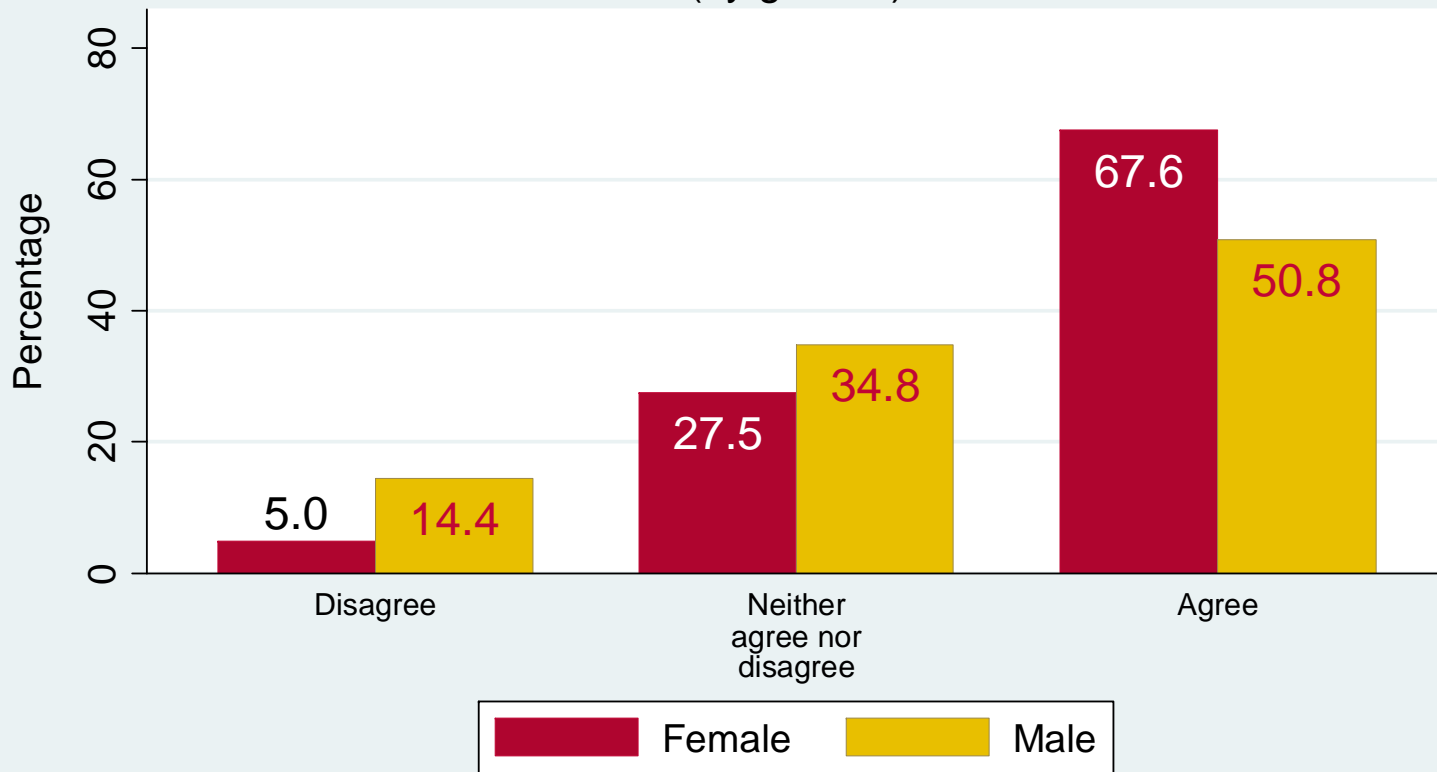
Responses for tenured and tenure-eligible faculty only

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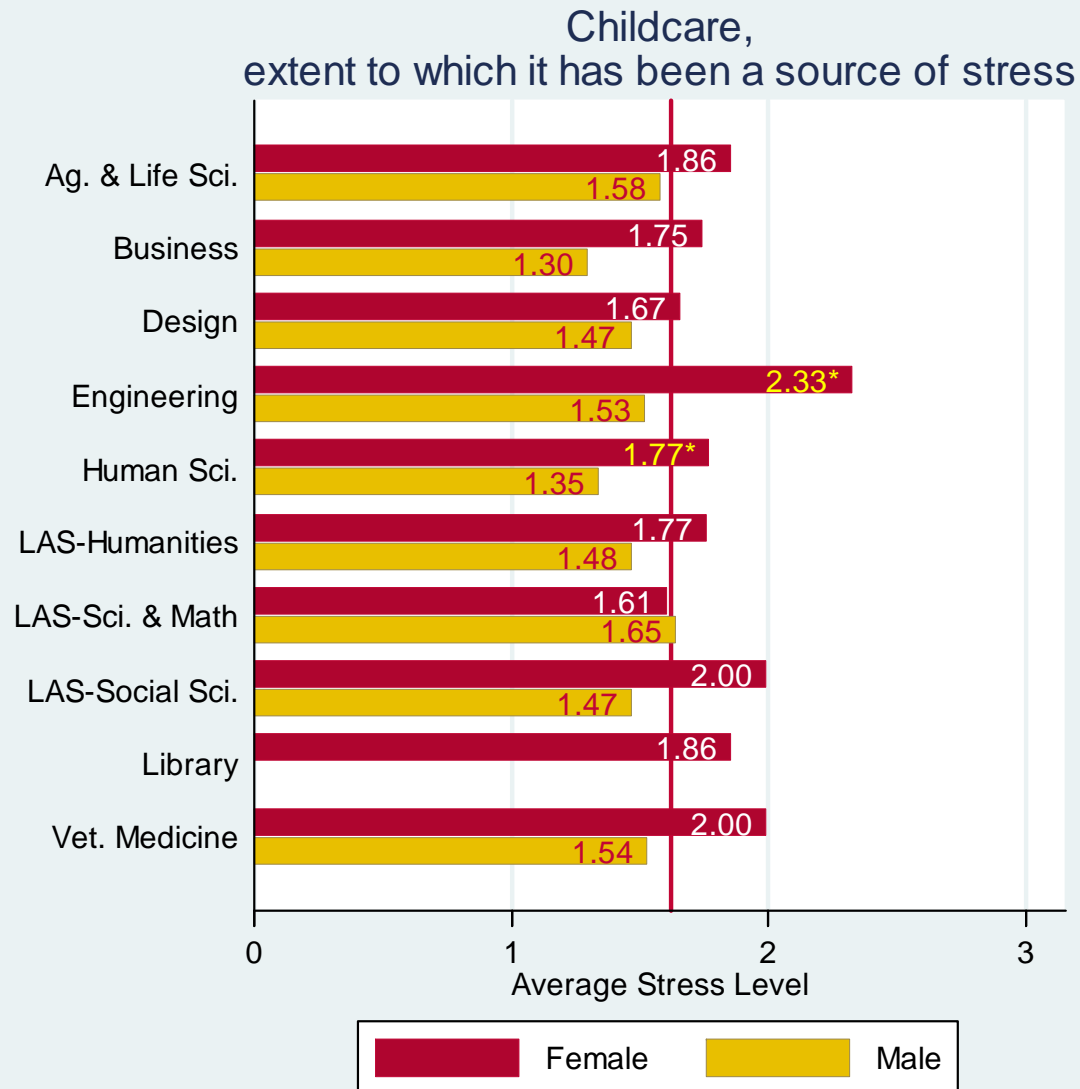
Flexible Tenure Policies

The part-time policy will help ISU retain qualified faculty members
(by gender)



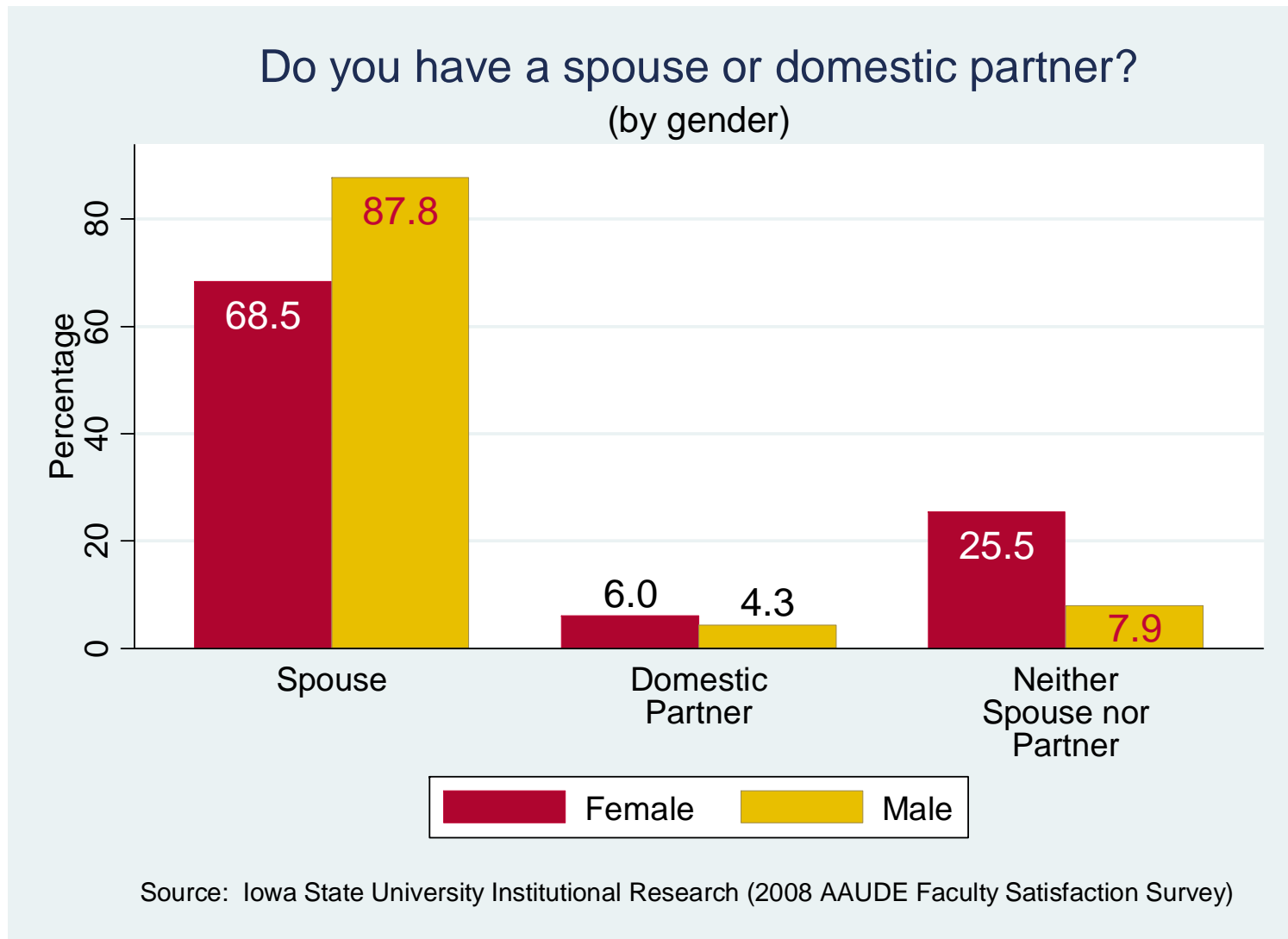
Responses for tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

Life Outside the Institution

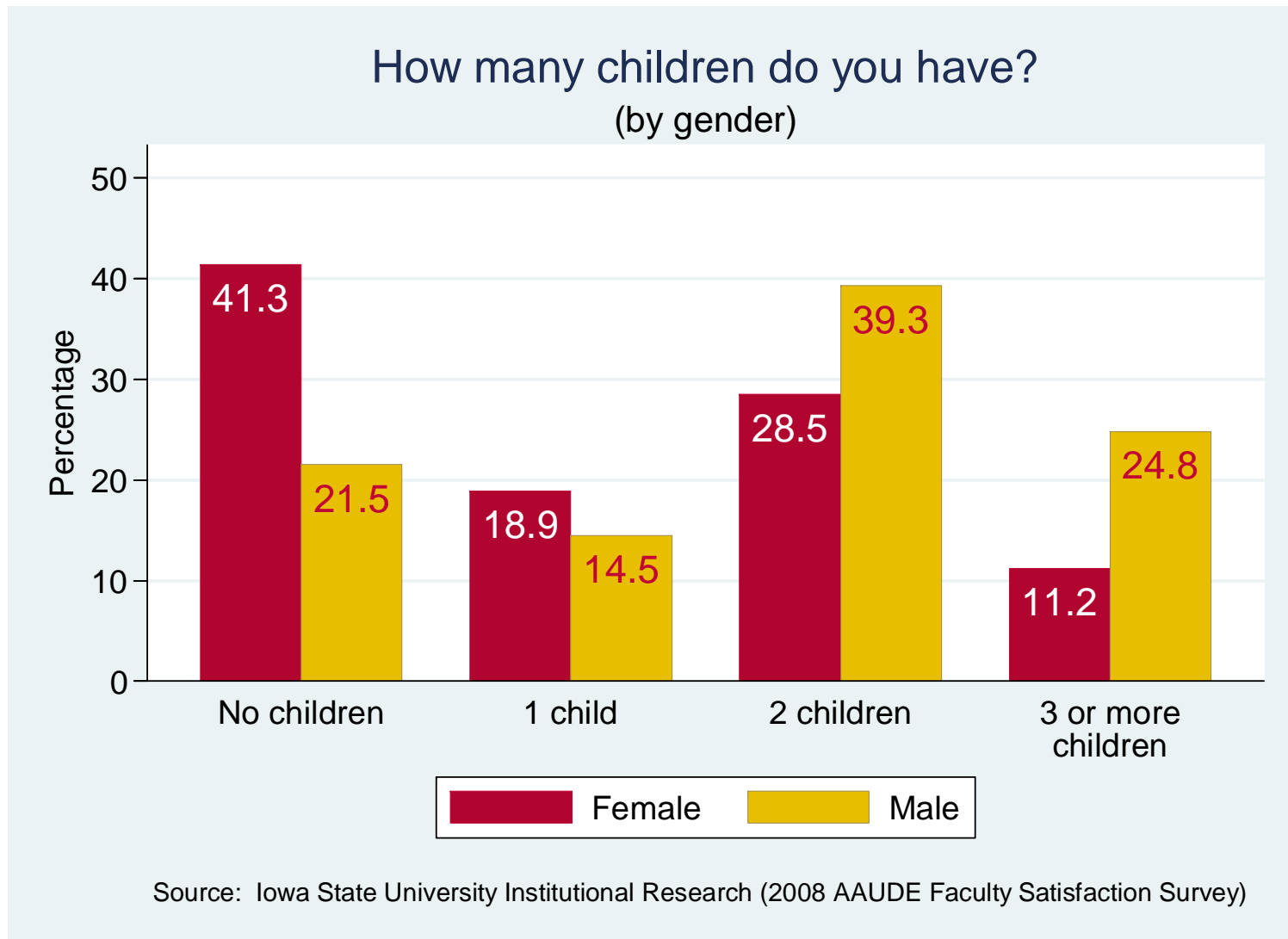


Scale: 1 = Not at all stressful, 3 = Very stressful
 Red line = mean response for all faculty
 Source: Iowa State University Institutional Research
 (2008 AAUDE Faculty Satisfaction Survey)

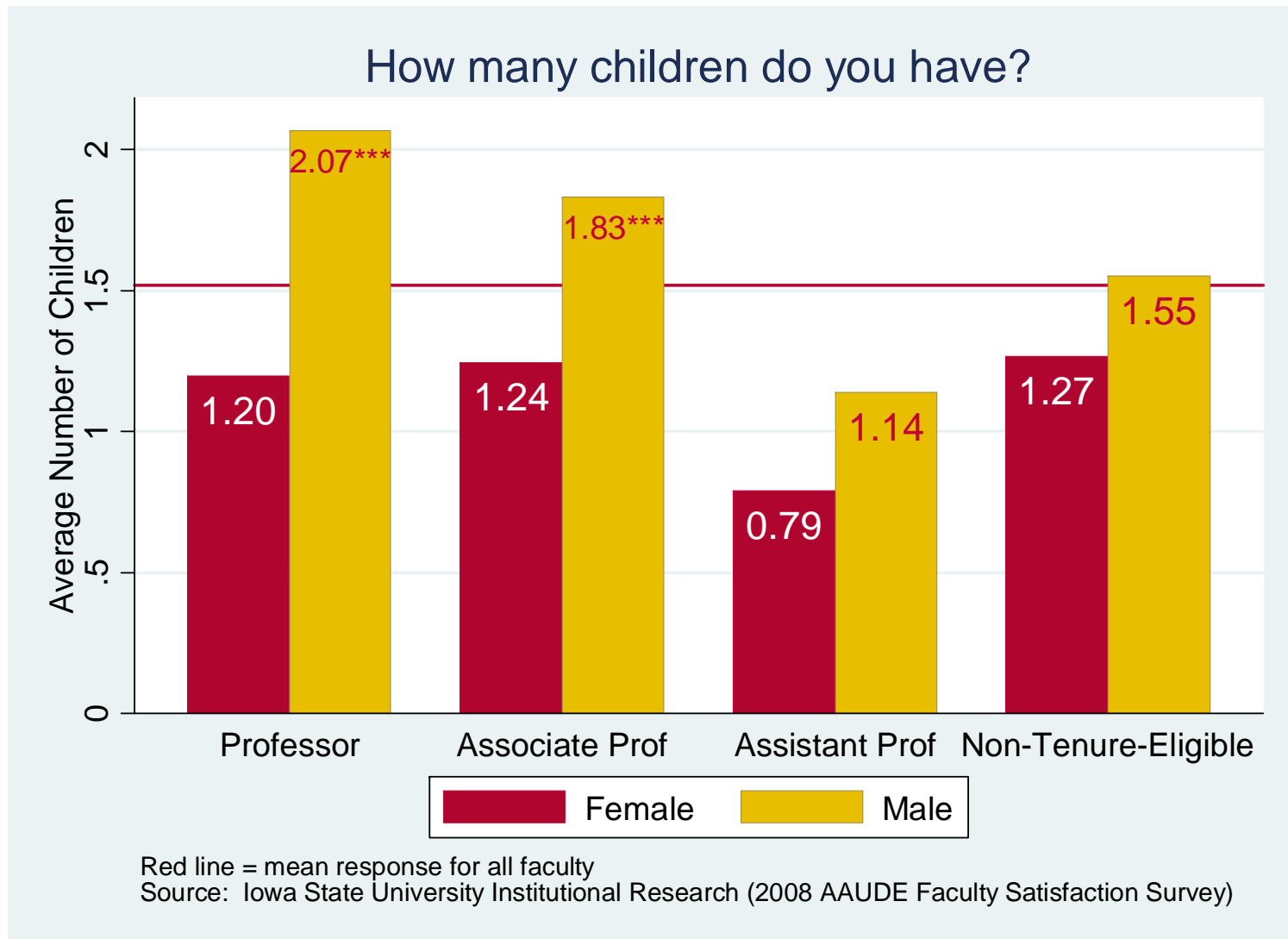
Life Outside the Institution



Life Outside the Institution



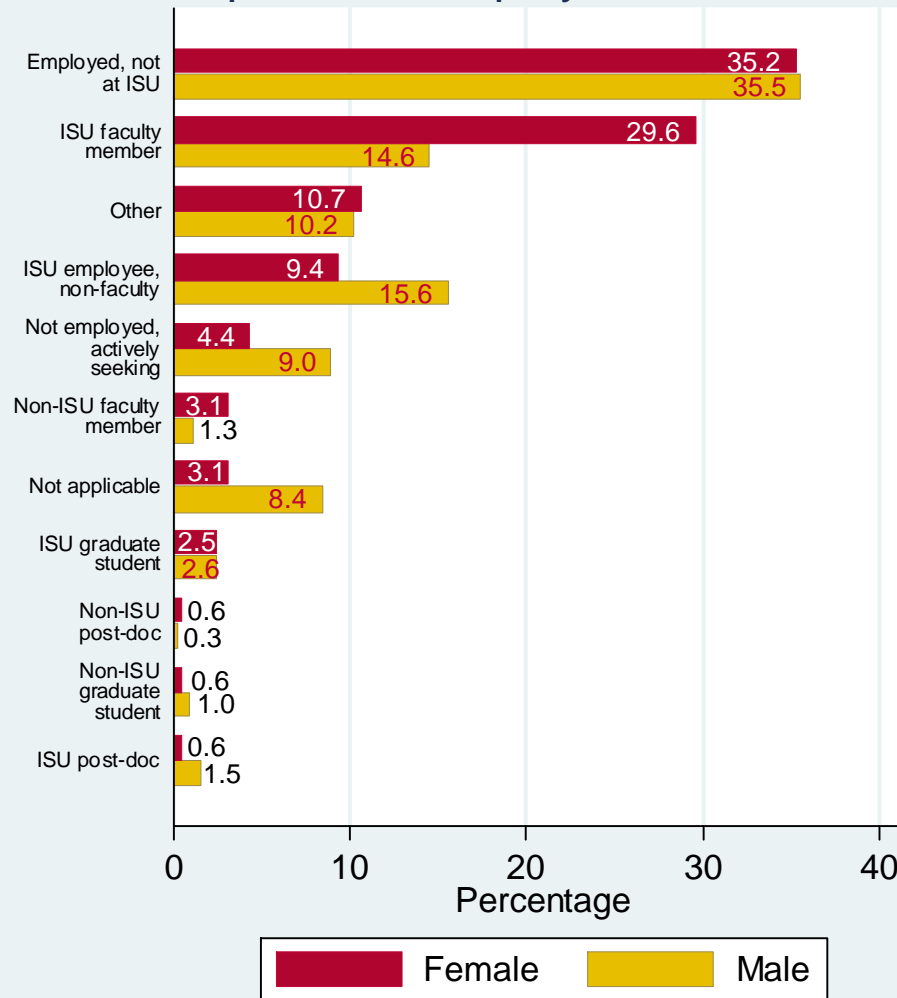
Life Outside the Institution



Life Outside the Institution

Graph of
Tenured &
Tenure-
Eligible Only

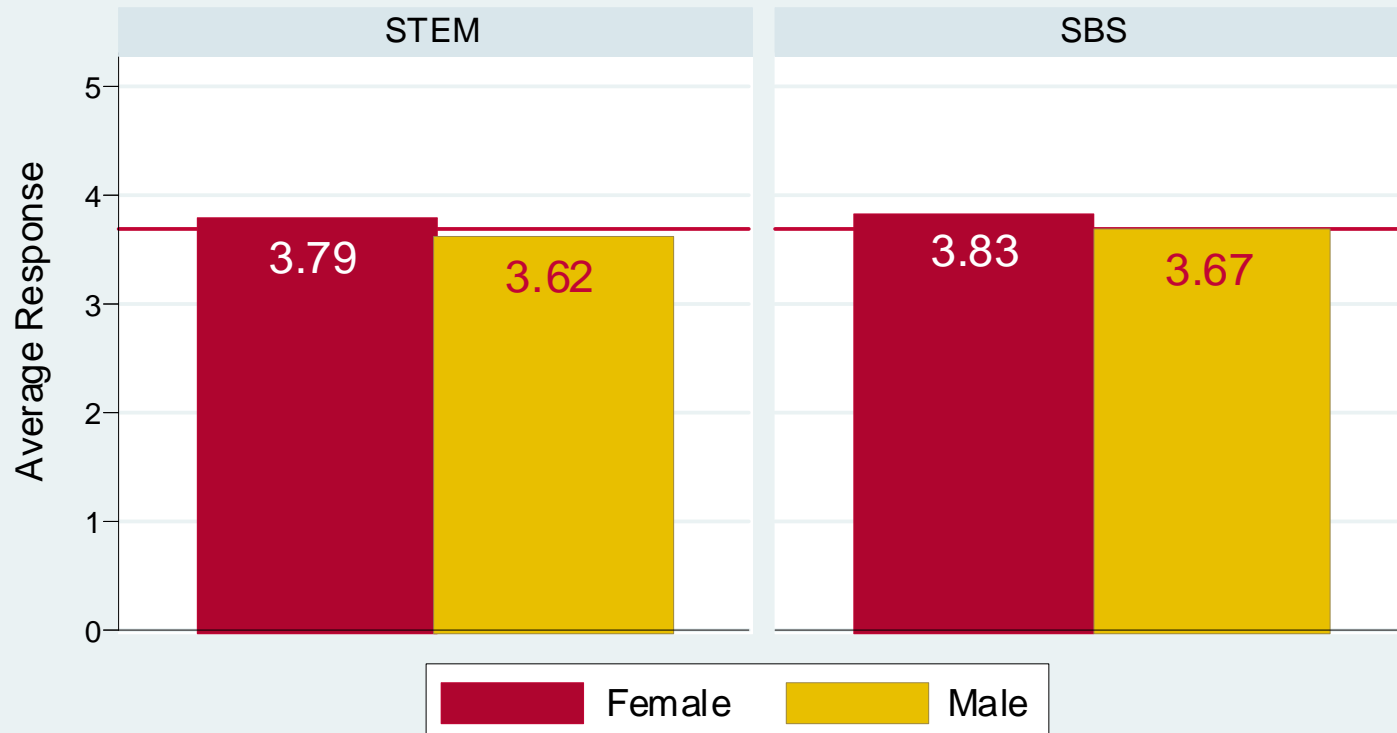
What is your spouse's / domestic partner's employment status?



Tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research
(2008 AAUDE Faculty Satisfaction Survey)

STEM Compared to Social Science

Overall, how satisfied are you being a faculty member at Iowa State?



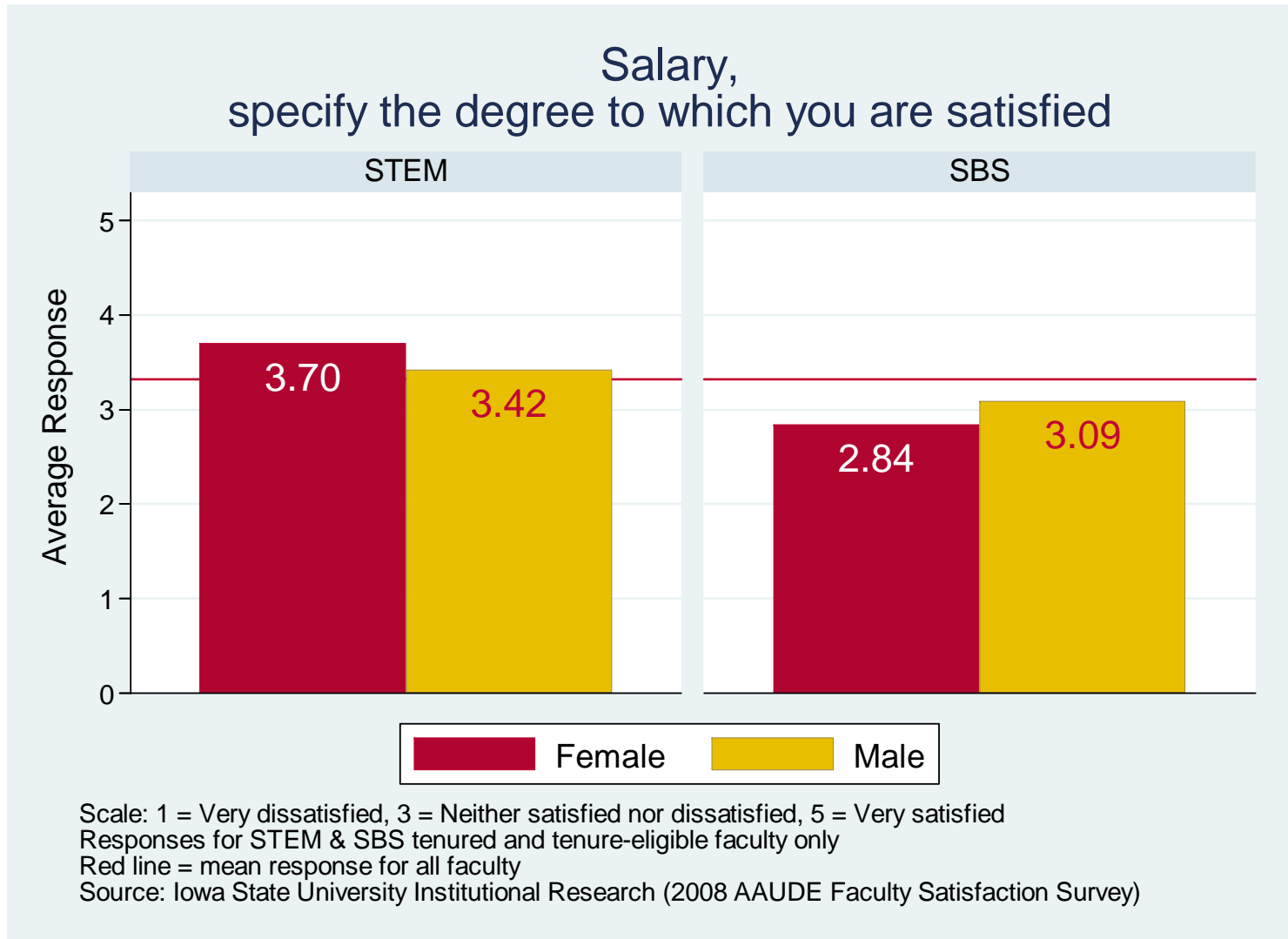
Scale: 1 = Very dissatisfied, 3 = Neither satisfied nor dissatisfied, 5 = Very satisfied

Responses for STEM & SBS tenured and tenure-eligible faculty only

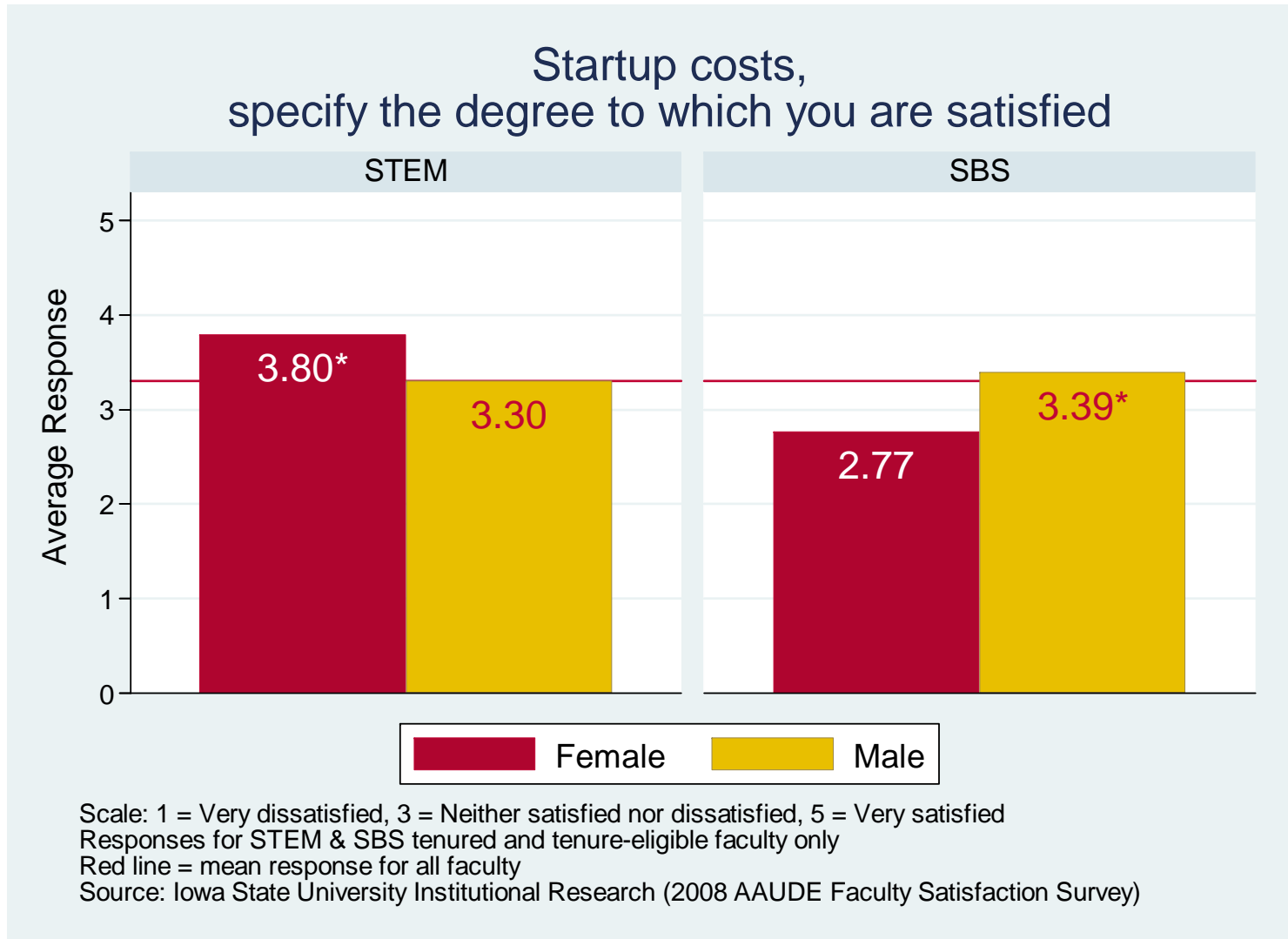
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STEM Compared to Social Science

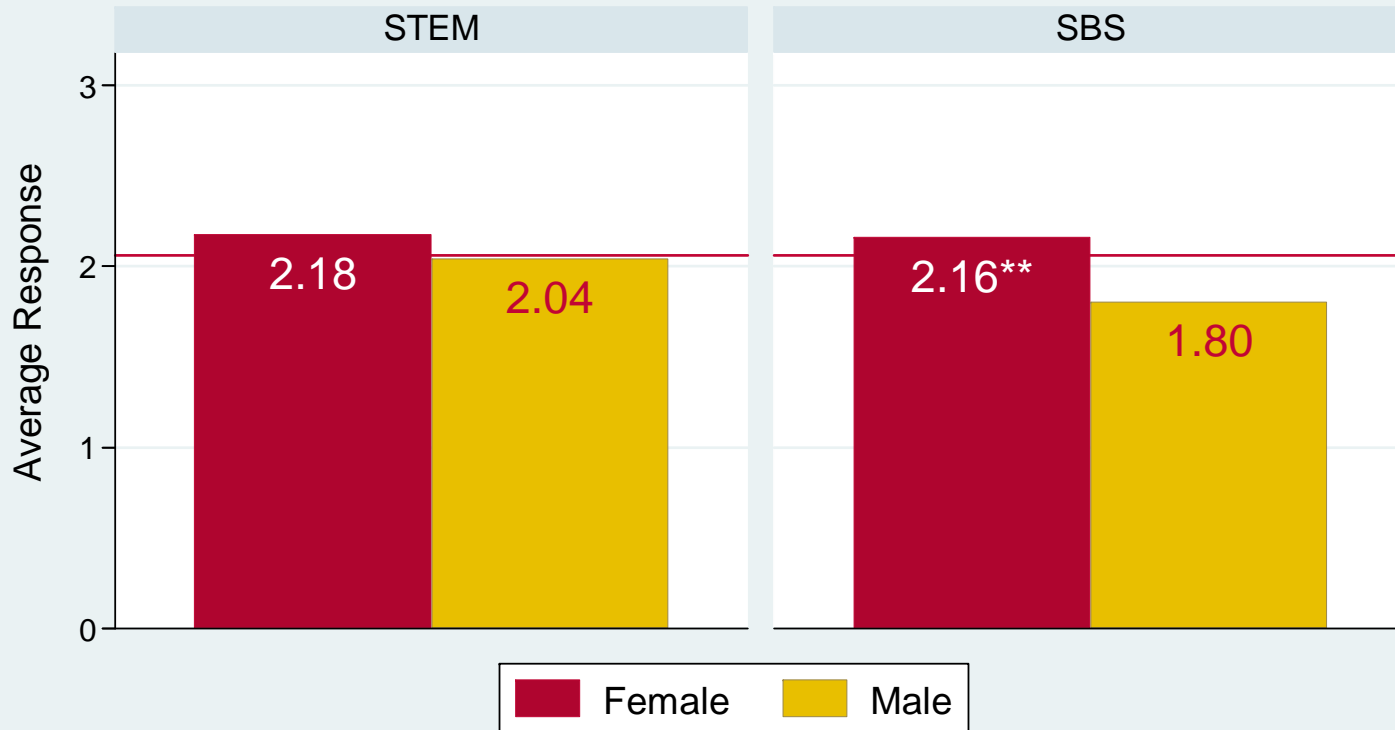


STEM Compared to Social Science



STEM Compared to Social Science

Managing a research group or grant,
extent to which it has been a source of stress



Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

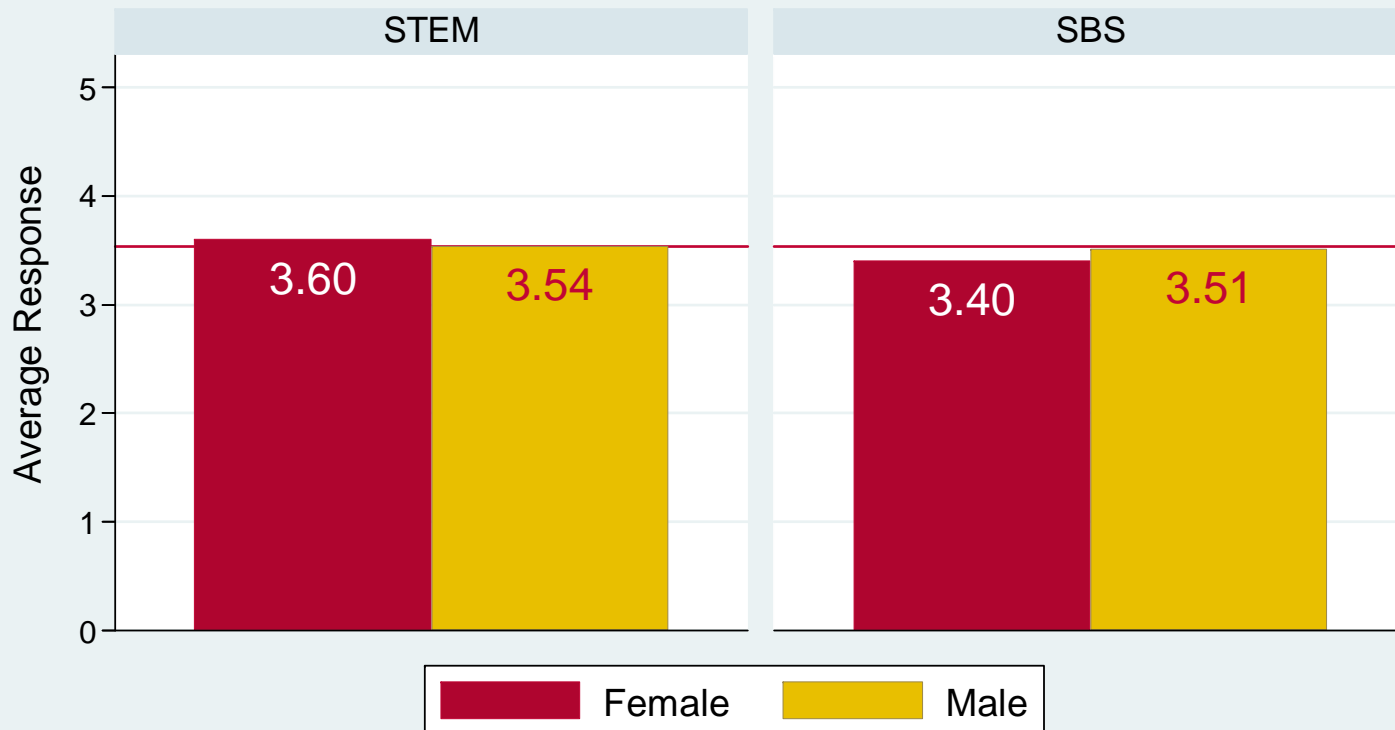
Responses for STEM & SBS tenured and tenure-eligible faculty only

Red line = mean response for all faculty

Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

STEM Compared to Social Science

I have a voice in the decision-making that affects the direction of my department



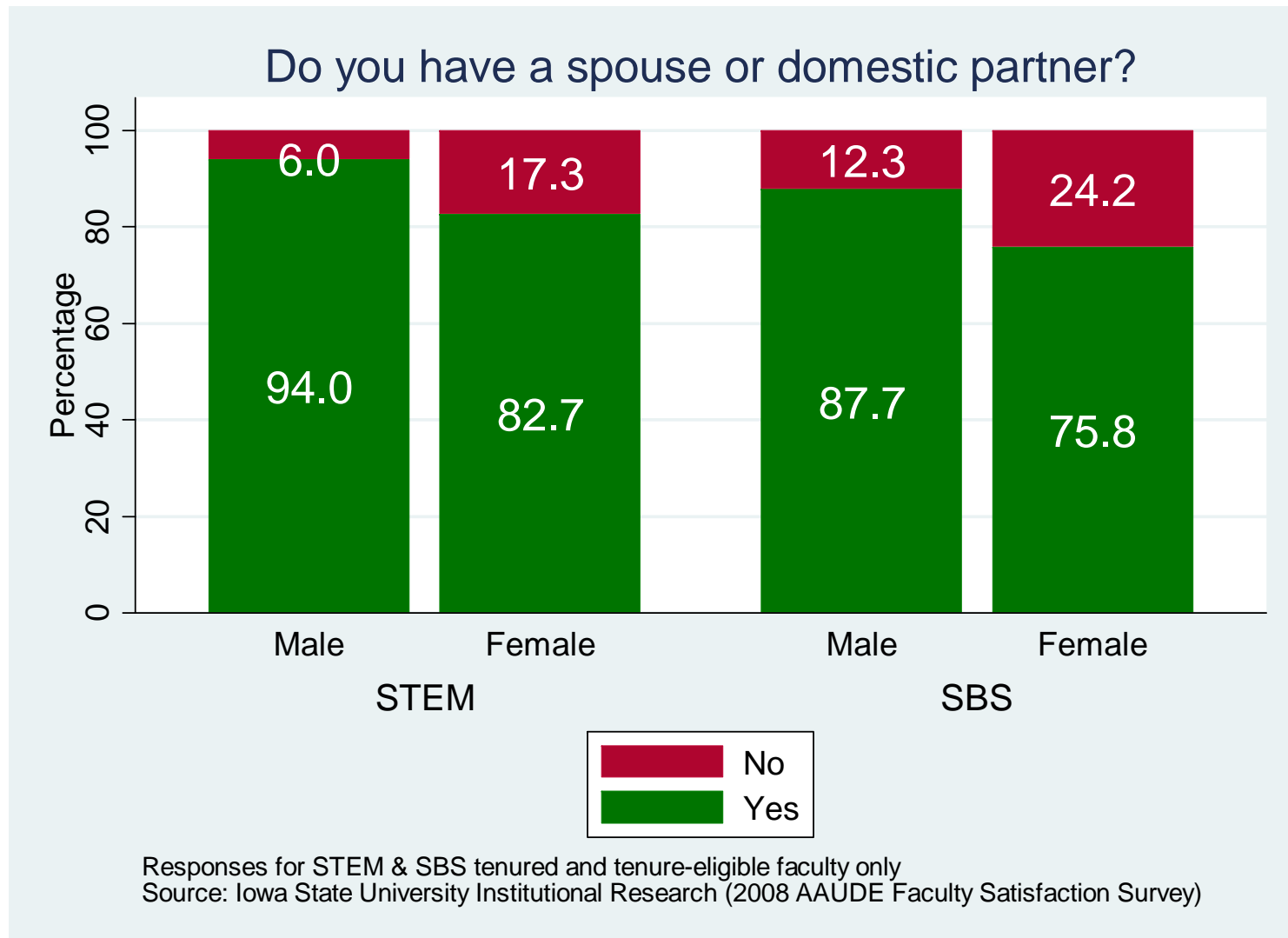
Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree

Responses for STEM & SBS tenured and tenure-eligible faculty only

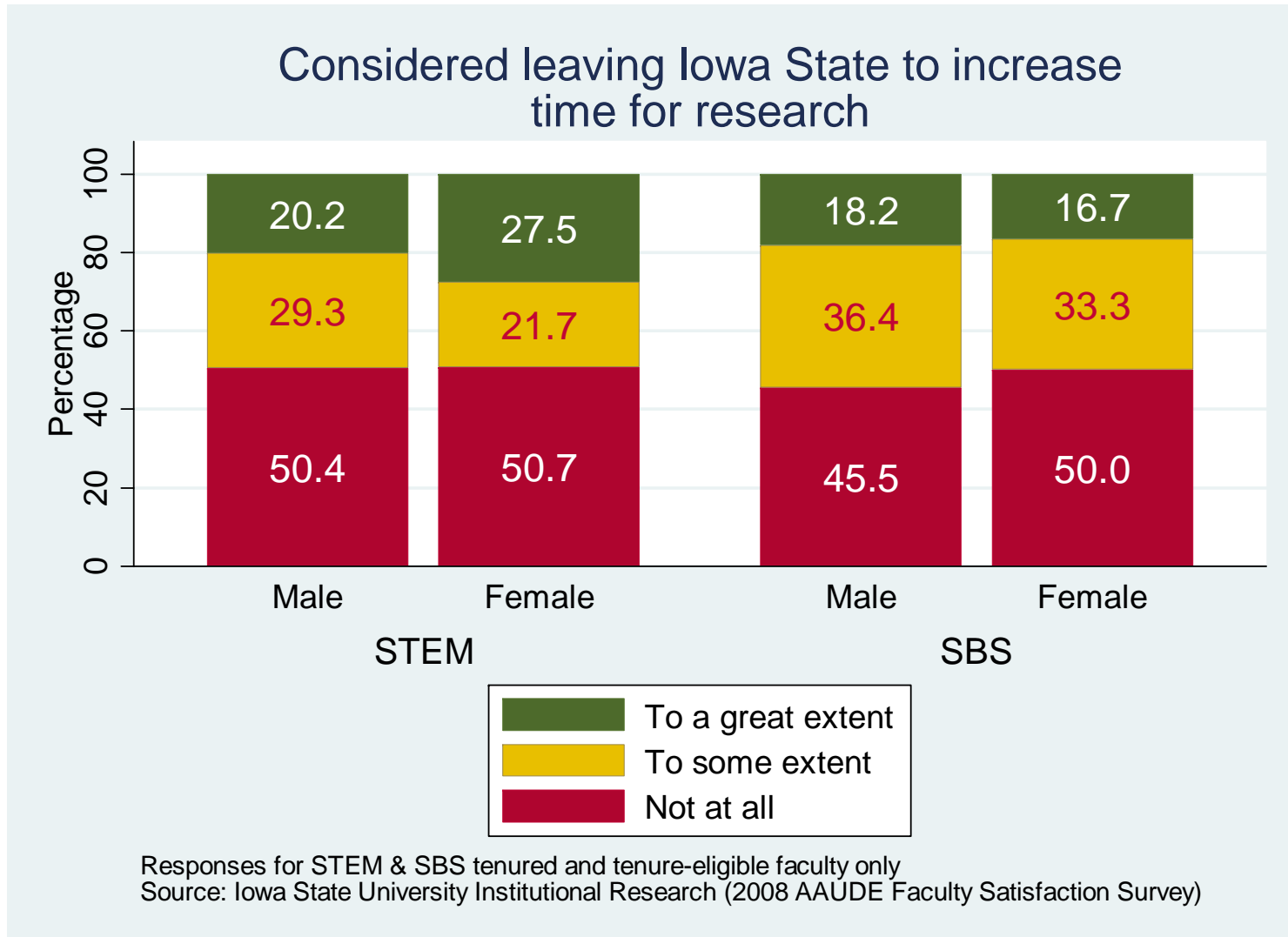
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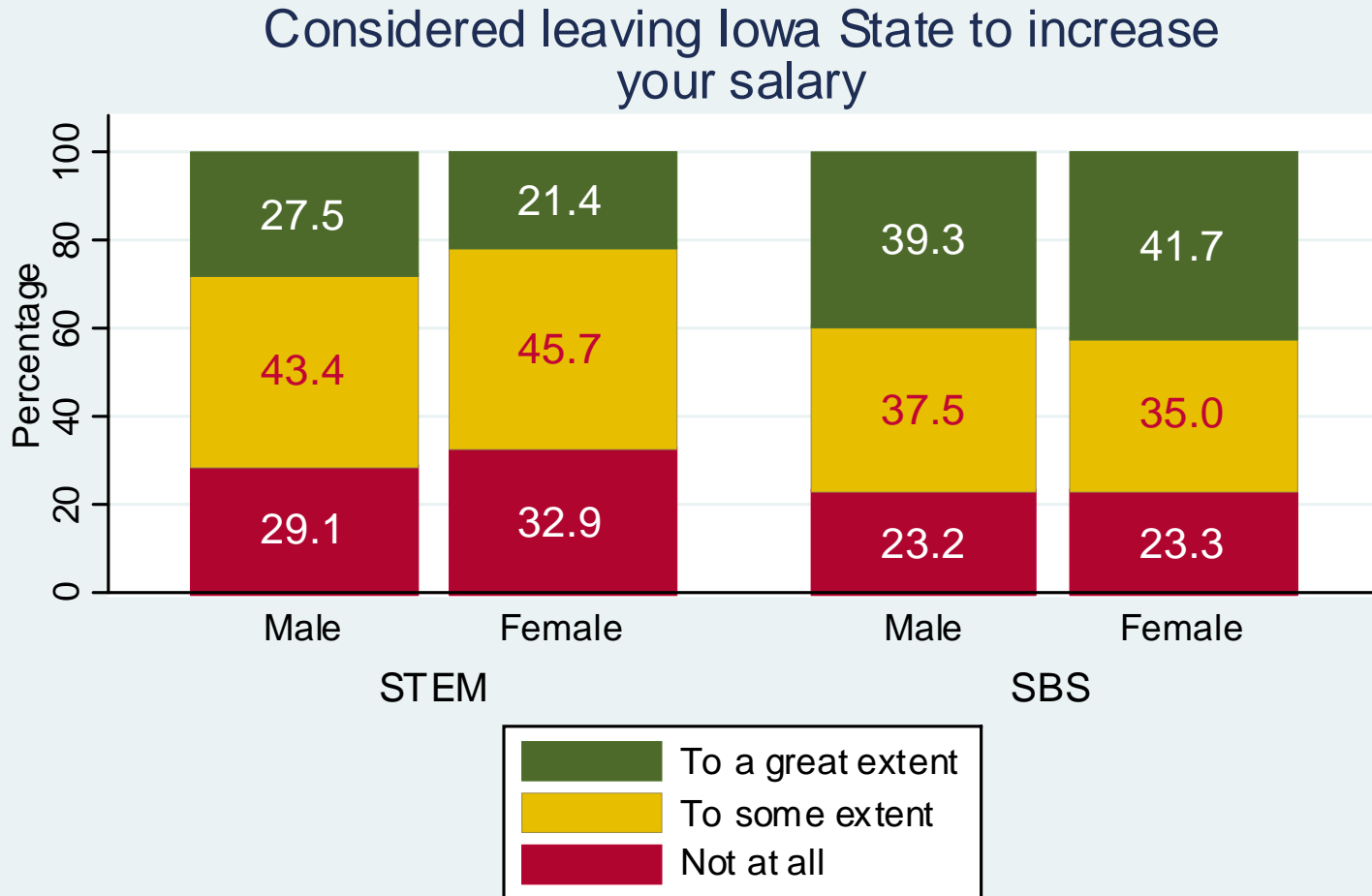
STEM Compared to Social Science



STEM Compared to Social Science

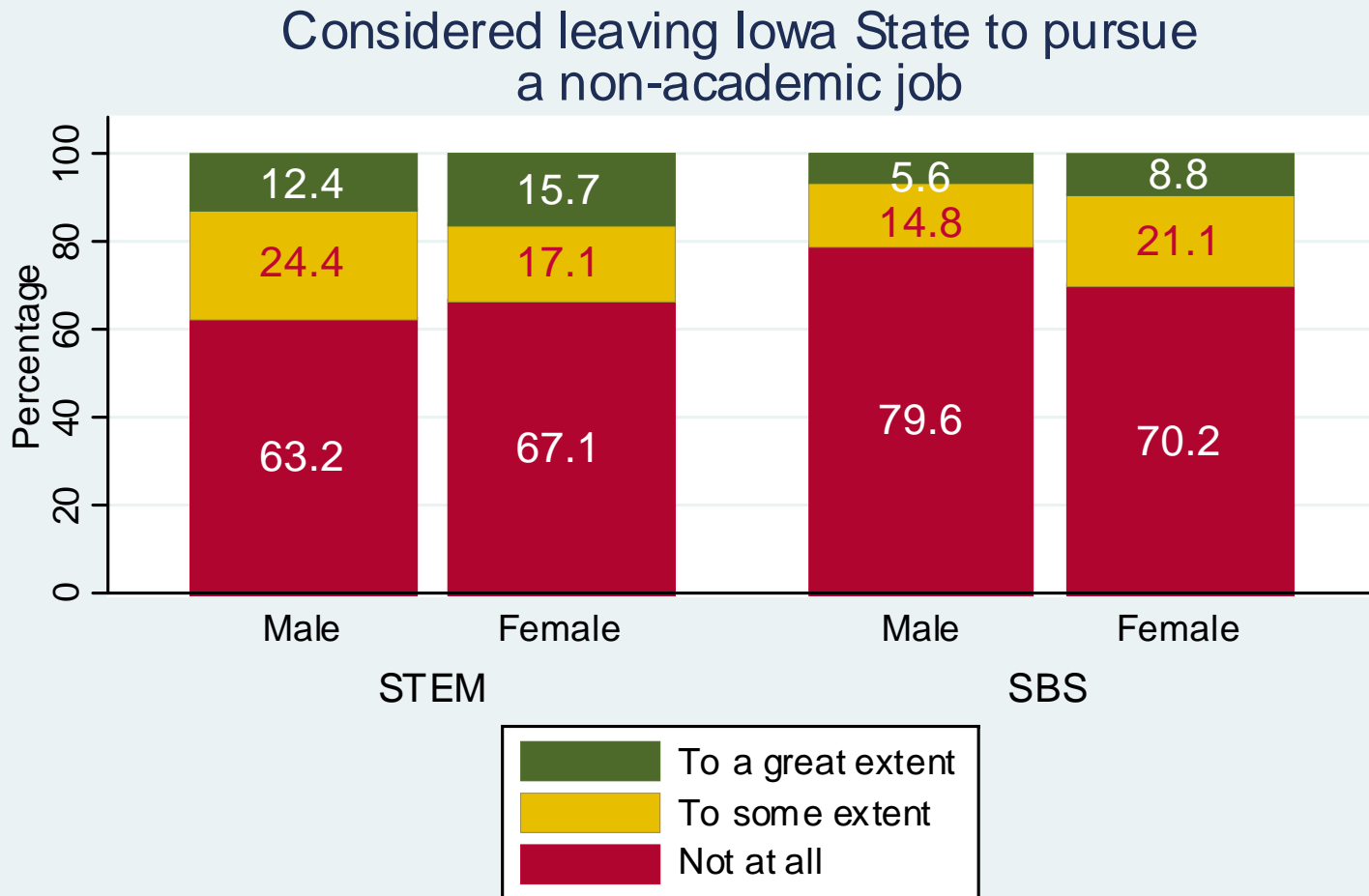


STEM Compared to Social Science



Responses for STEM & SBS tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

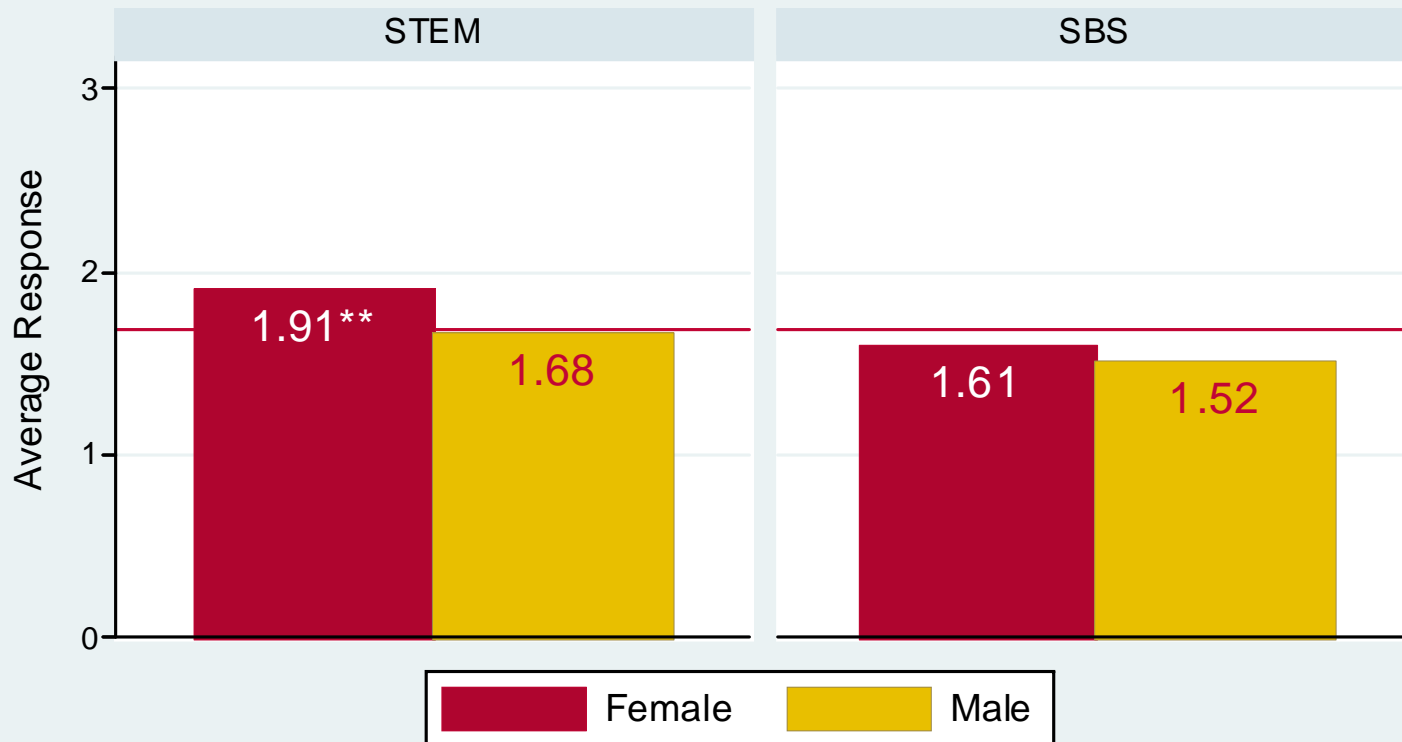
STEM Compared to Social Science



Responses for STEM & SBS tenured and tenure-eligible faculty only
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

STEM Compared to Social Science

Extension and professional practice,
extent to which it is valued in tenure & promotion



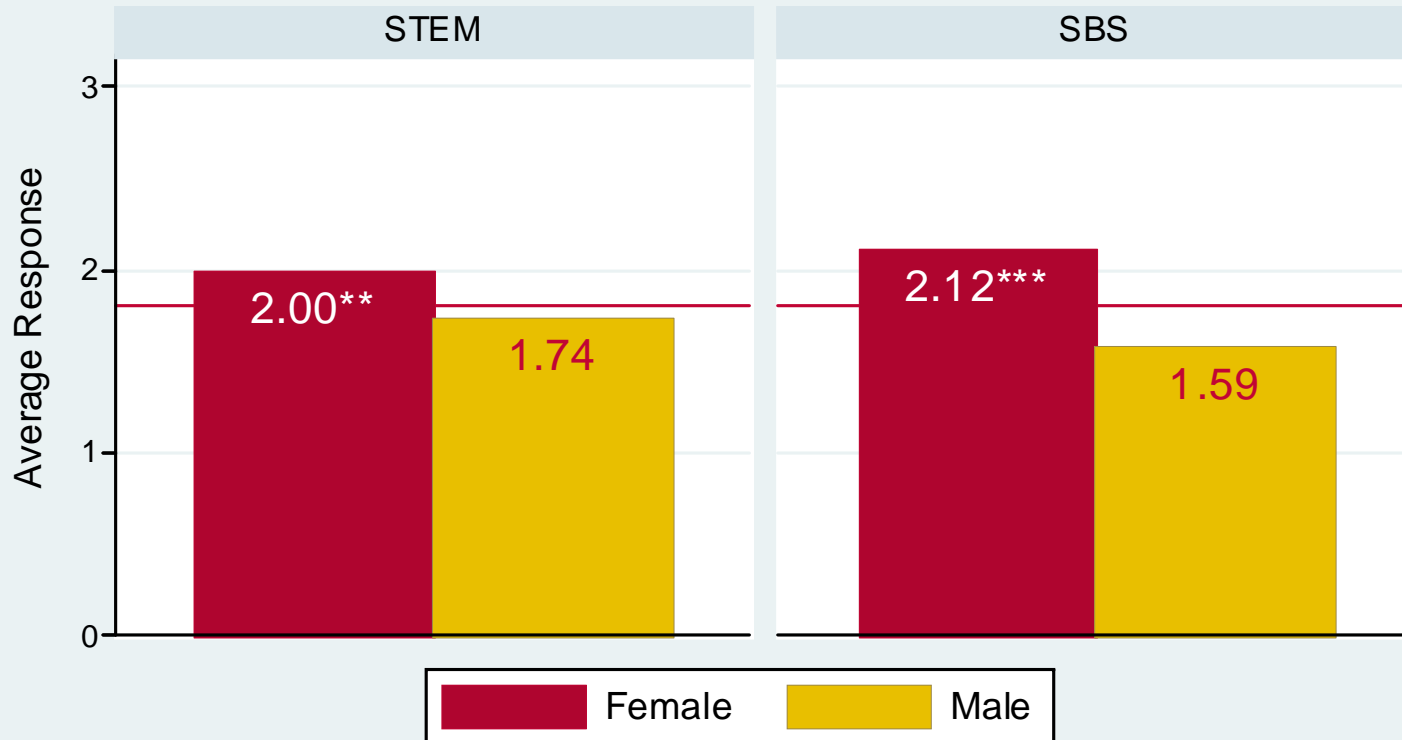
Scale: 1 = Valued slightly or not at all, 2 = Somewhat valued, 3 = Highly valued
Responses for STEM & SBS tenured and tenure-eligible faculty only

Red line = mean response for all faculty

Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

STEM Compared to Social Science

Managing household responsibilities,
extent to which it has been a source of stress

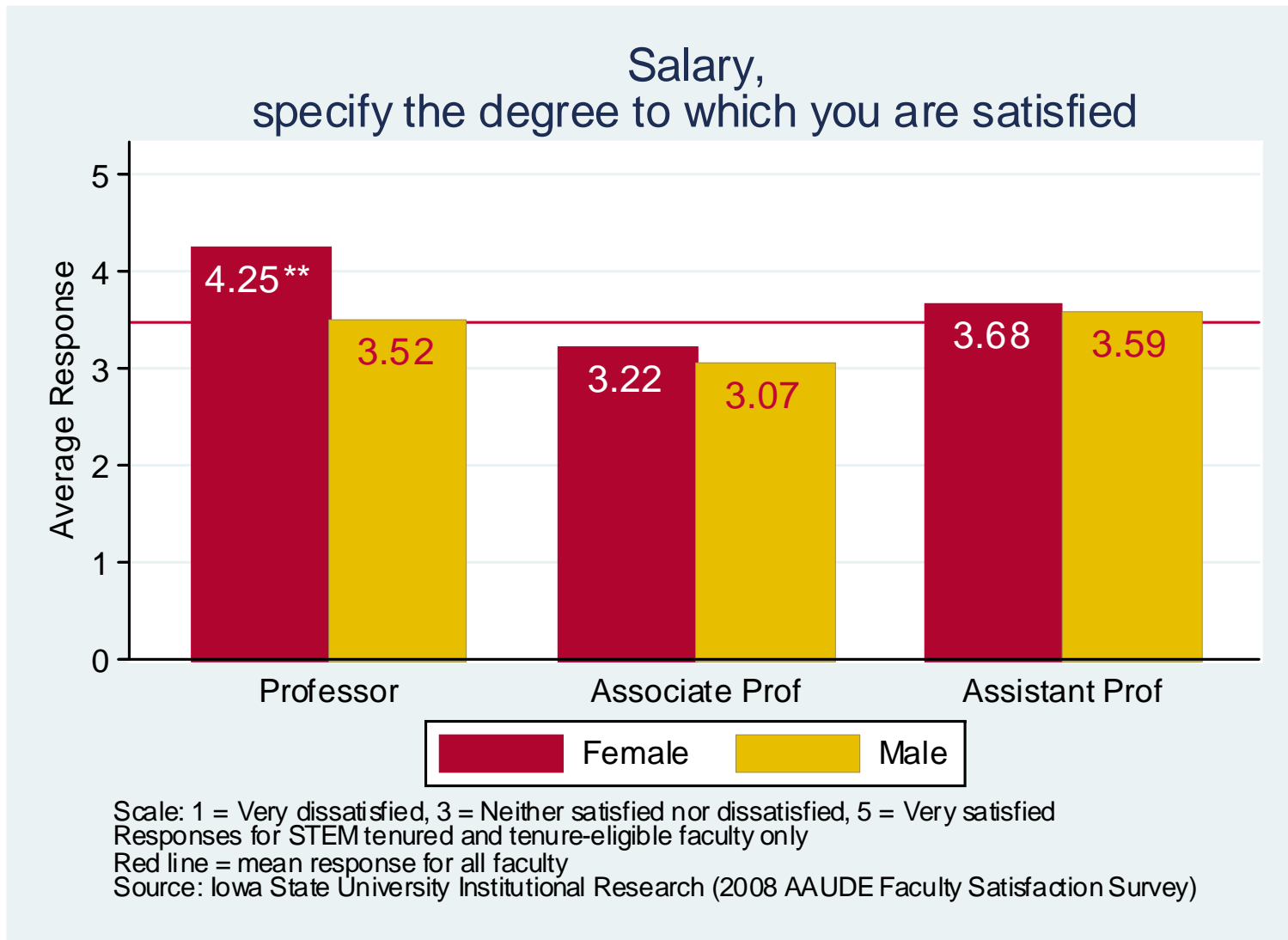


Scale: 1 = Not at all stressful, 2 = Somewhat stressful, 3 = Very stressful
Responses for STEM & SBS tenured and tenure-eligible faculty only

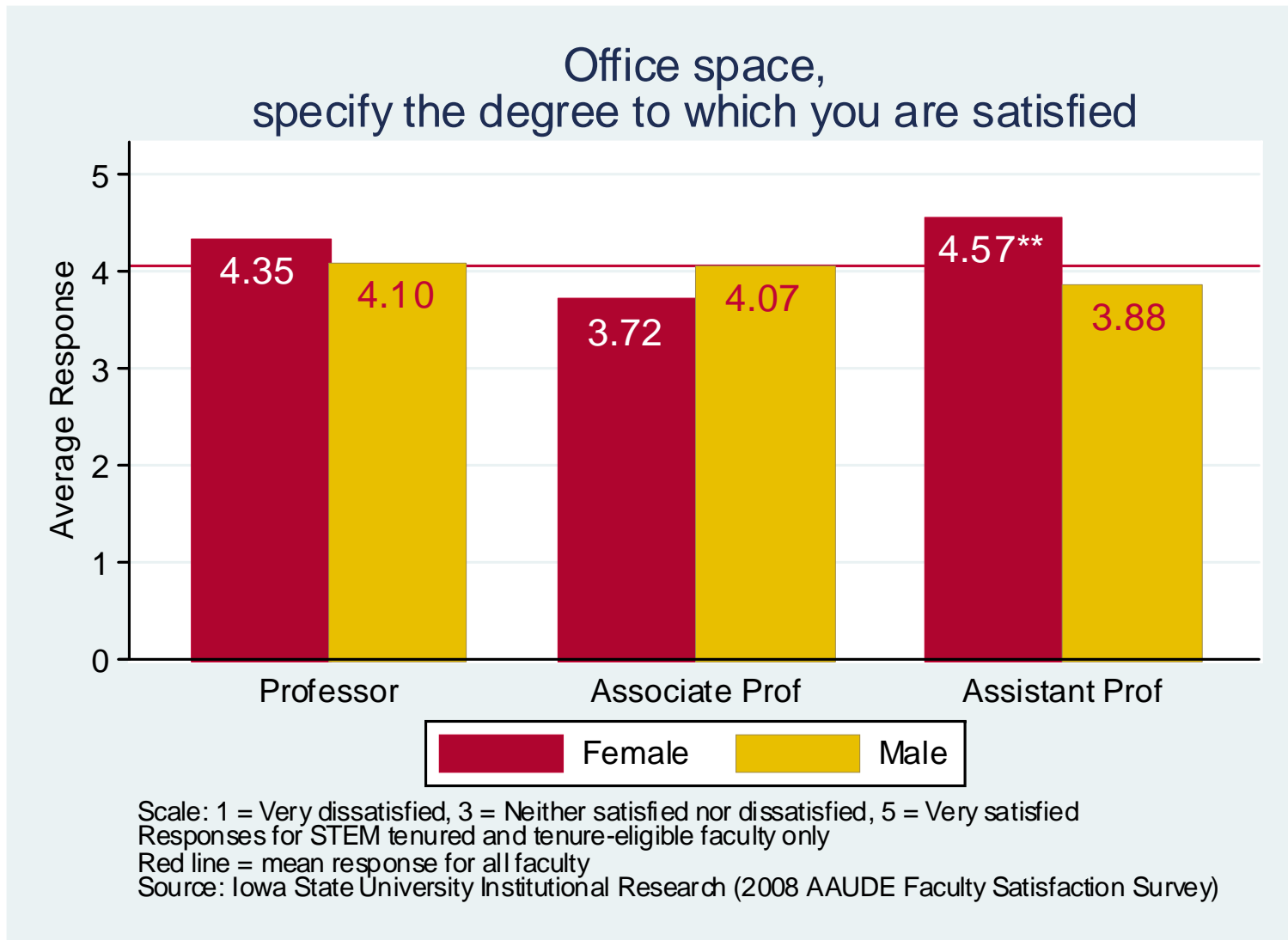
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Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

STEM Faculty by Rank

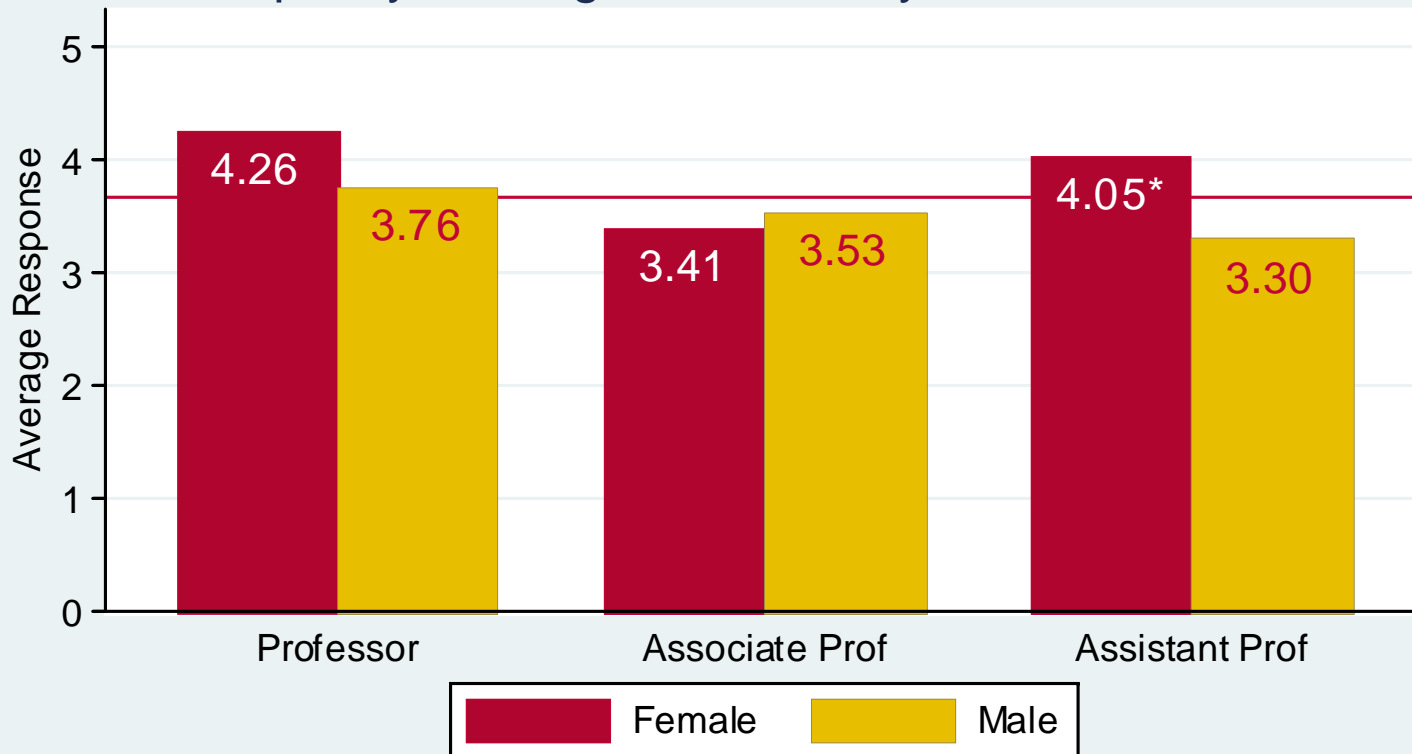


STEM Faculty by Rank



STEM Faculty by Rank

Lab or research space,
specify the degree to which you are satisfied



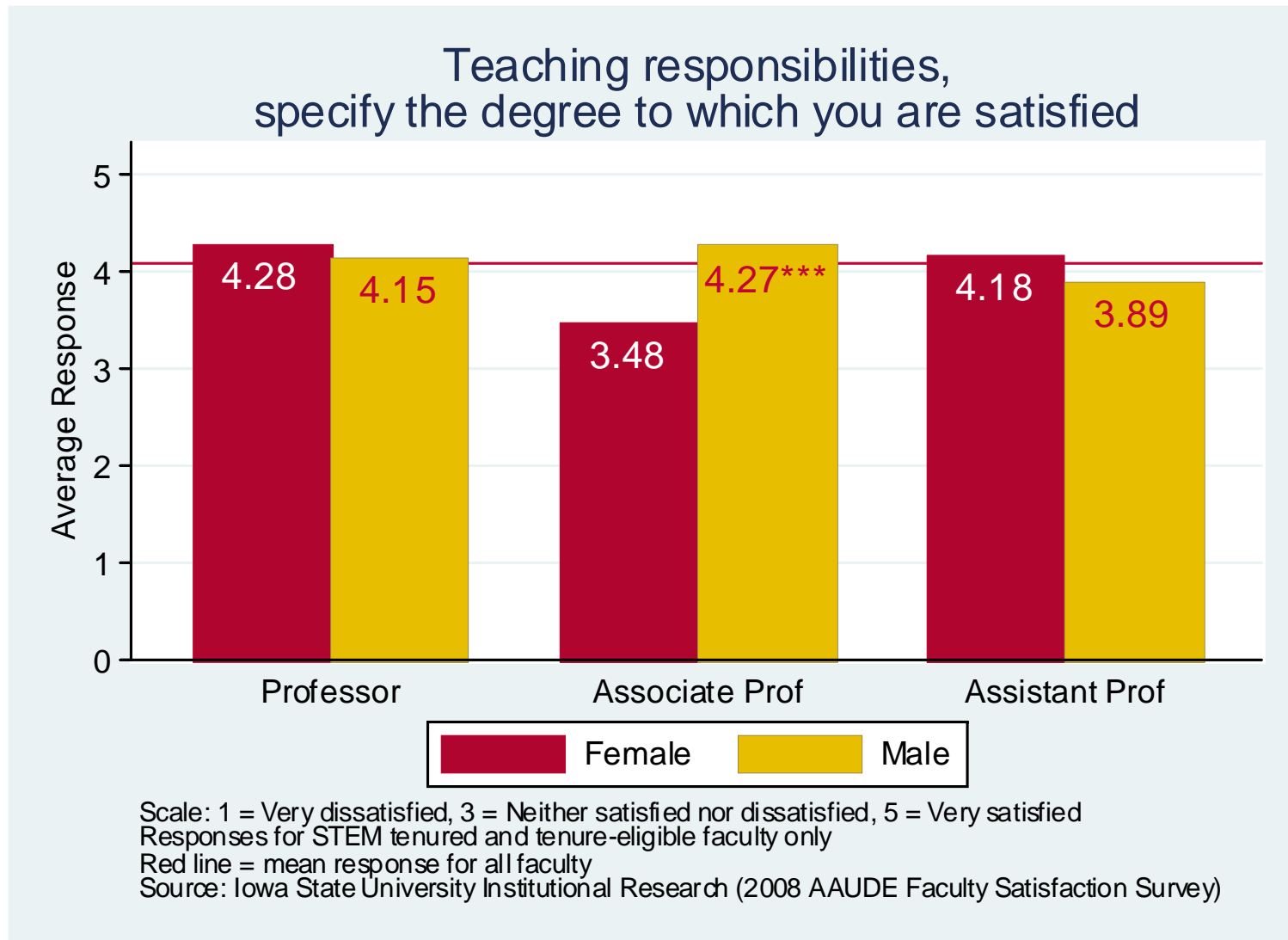
Scale: 1 = Very dissatisfied, 3 = Neither satisfied nor dissatisfied, 5 = Very satisfied

Responses for STEM tenured and tenure-eligible faculty only

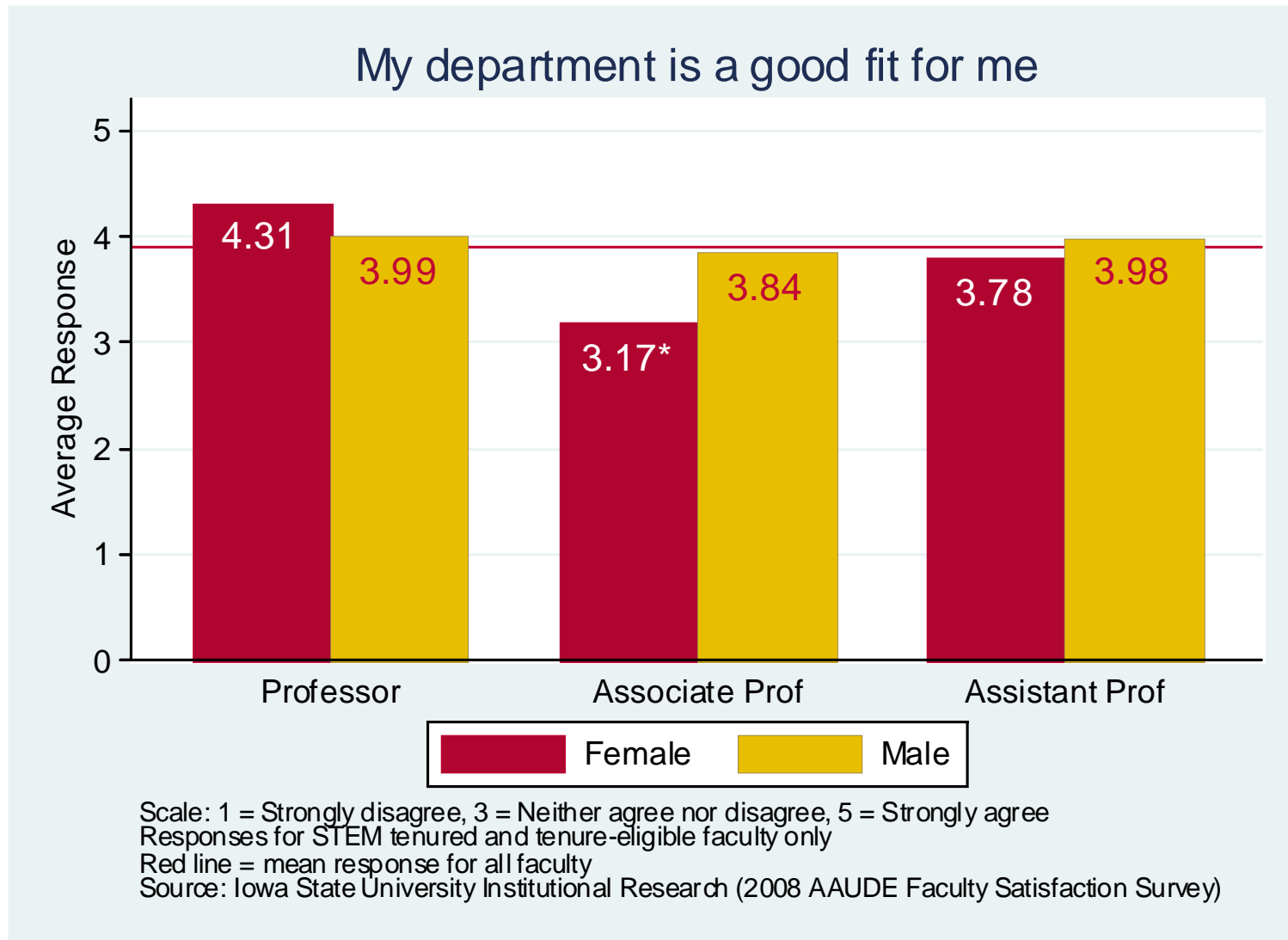
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STEM Faculty by Rank

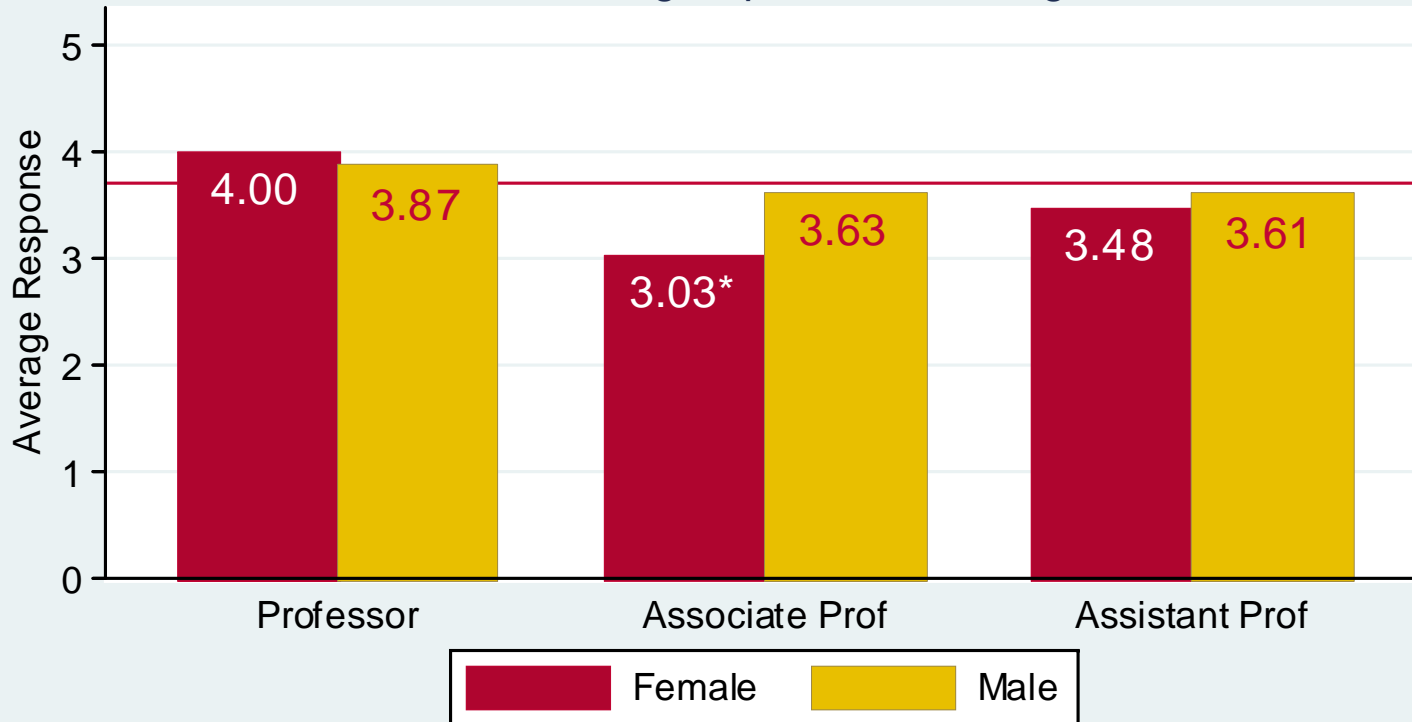


STEM Faculty by Rank



STEM Faculty by Rank

My department is a place where faculty may comfortably discuss personal/family responsibilities when scheduling departmental obligations

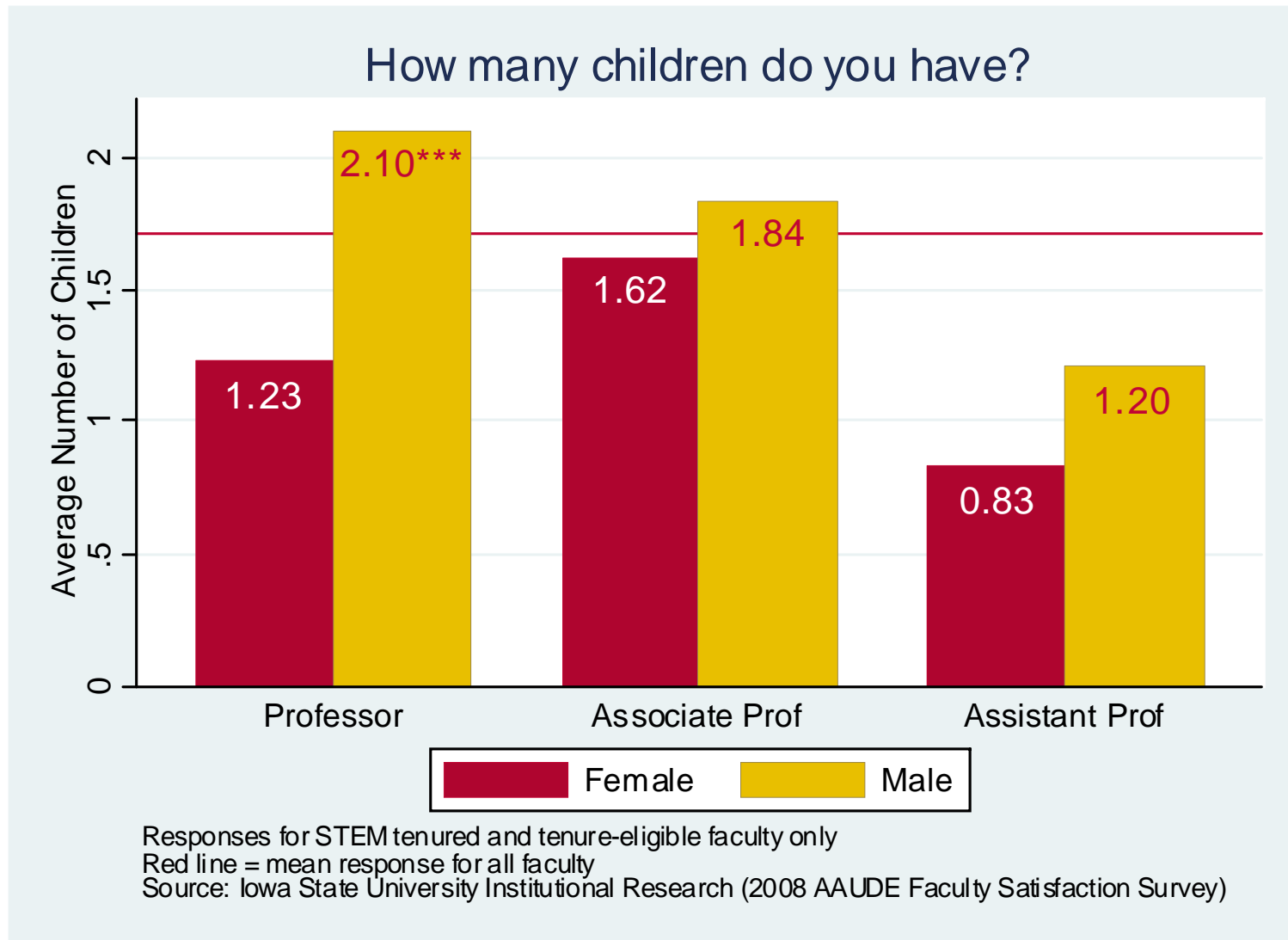


Scale: 1 = Strongly disagree, 3 = Neither agree nor disagree, 5 = Strongly agree
Responses for STEM tenured and tenure-eligible faculty only

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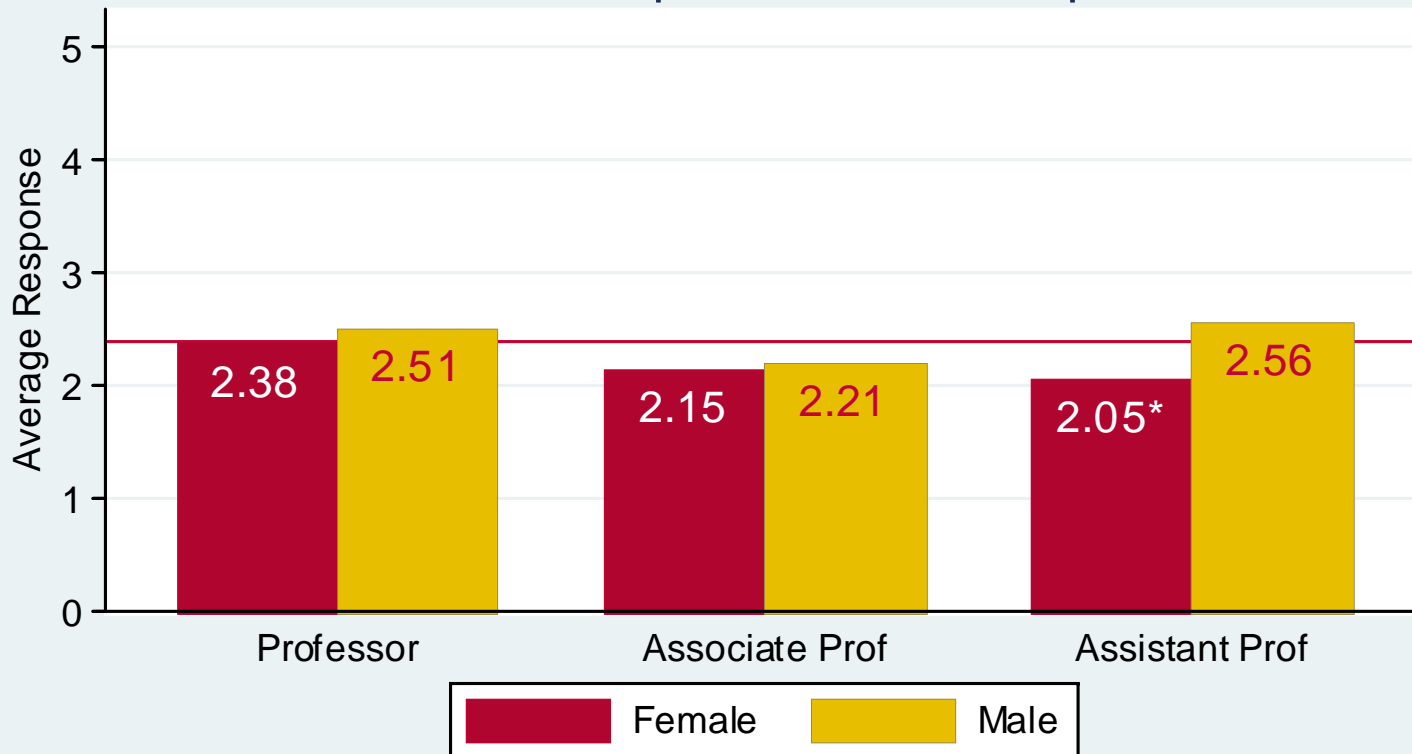
Source: Iowa State University Institutional Research (2008 AAUDE Faculty Satisfaction Survey)

STEM Faculty by Rank



STEM Faculty by Rank

Service, how appropriately
is it valued in the promotion/tenure process?



Scale: 1 = Very undervalued, 3 = Valued appropriately, 5 = Very overvalued

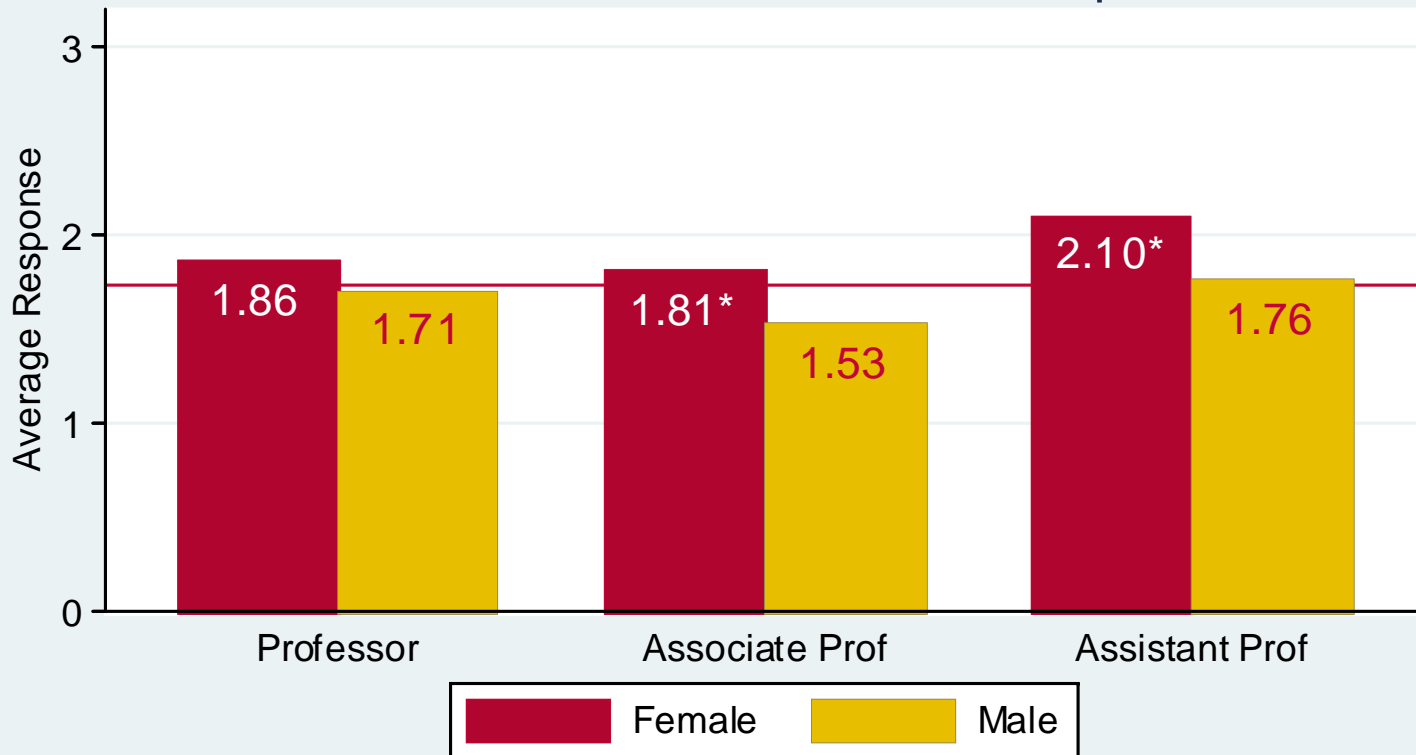
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STEM Faculty by Rank

Extension and professional practice,
extent to which it is valued in tenure & promotion

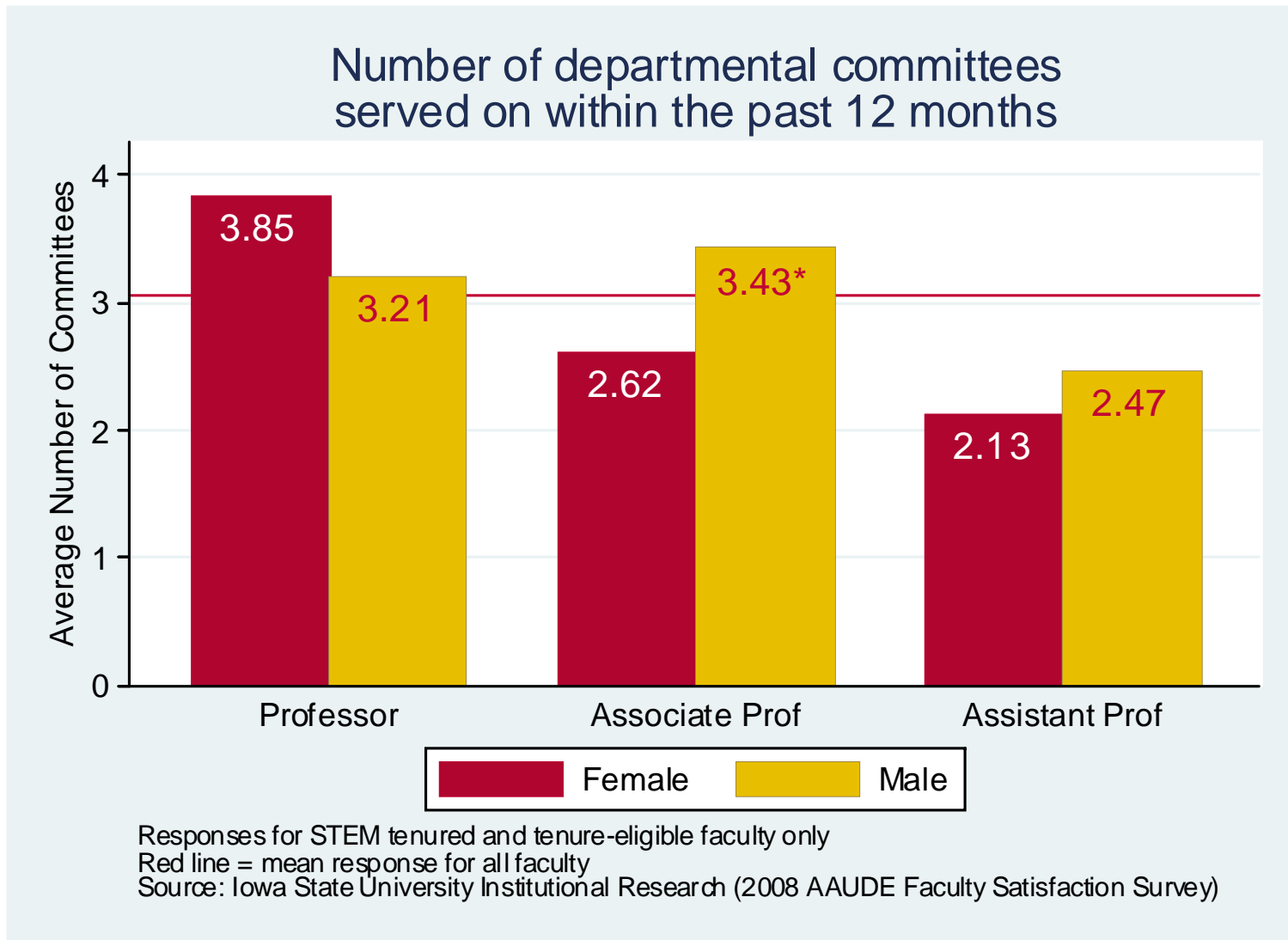


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Responses for STEM tenured and tenure-eligible faculty only

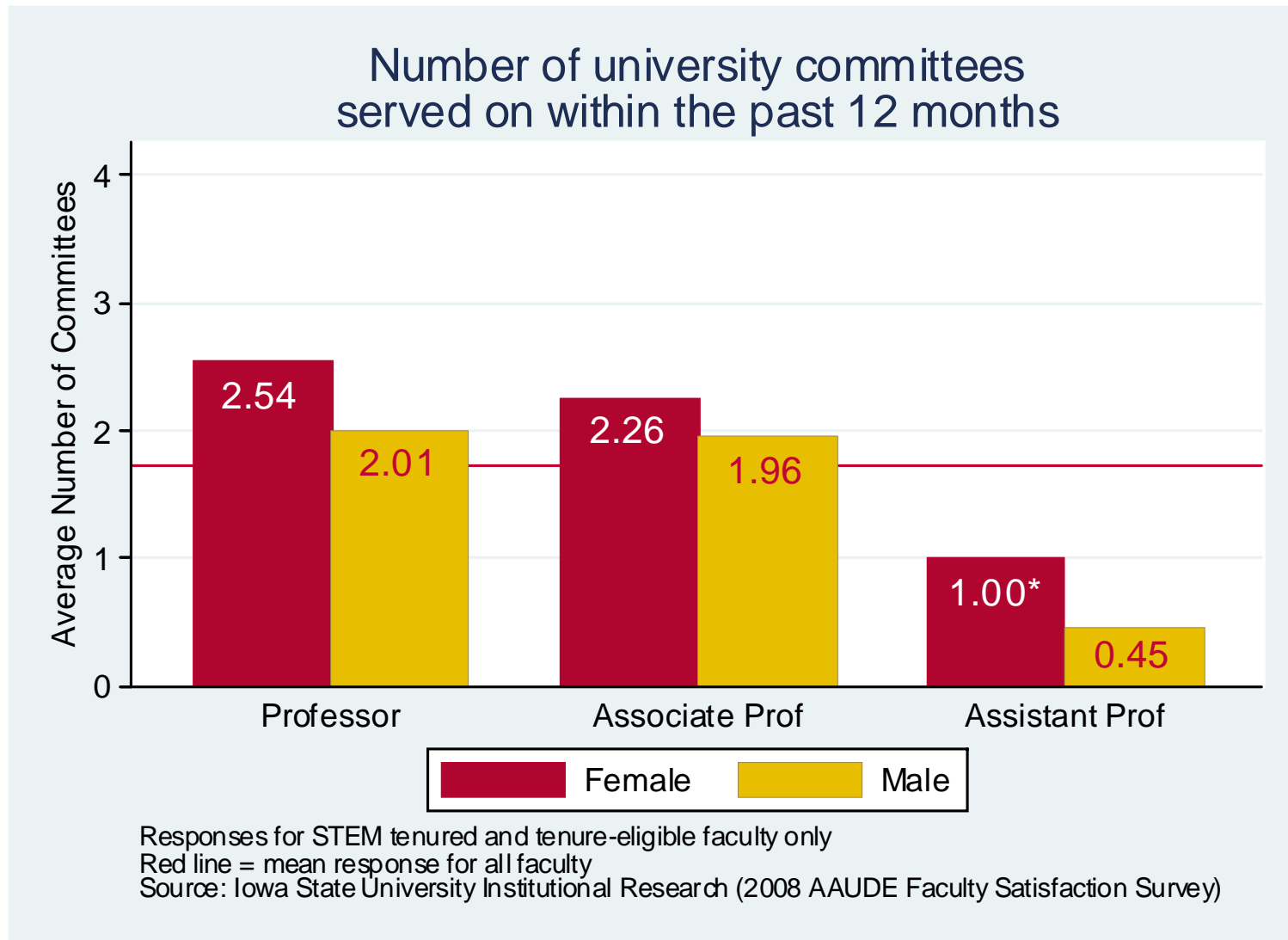
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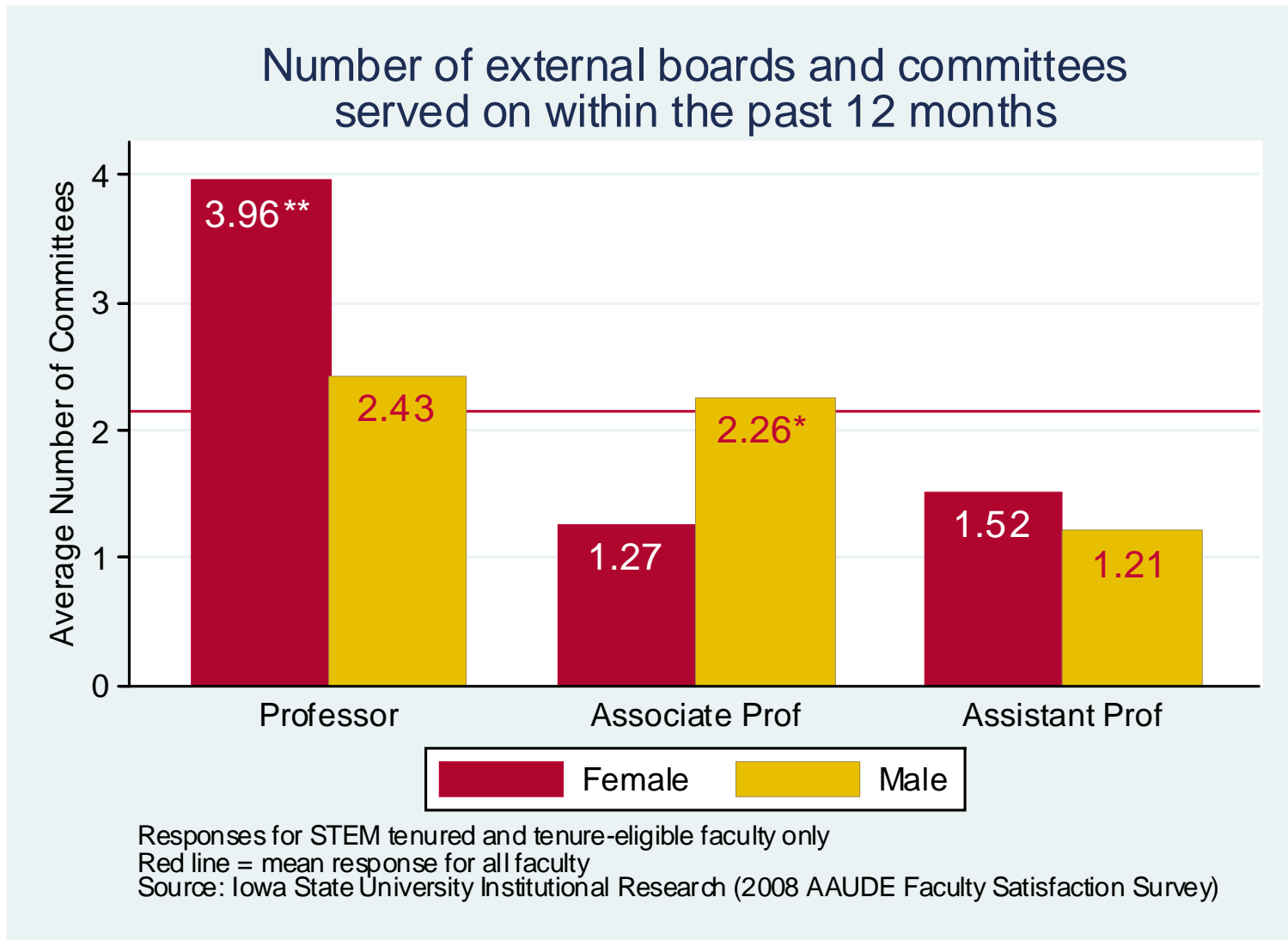
STEM Faculty by Rank



STEM Faculty by Rank



STEM Faculty by Rank



Current and Future Plans

- Executive Vice President & Provost made a report to Faculty Senate and to President's Council
- In-depth analyses of flexible policy data
- Future administration of the AAUDE Faculty Survey to measure change over time
- On-going coordination with ADVANCE goals



Questions?

- Sandy Gahn, Office of Institutional Research, 294-8539 or sgahn@iastate.edu
- Jason Pontius, ADVANCE Office, 294-8061 or jpontius@iastate.edu

