

Faculty Perceptions Survey 2013 Summary

The following report serves as a summary of the Faculty Perceptions Survey that was presented to the SFA faculty during the Fall 2013 semester. While this summary only presents means (\bar{x}), additional descriptive statistics and frequency tables and histograms are presented in the full report.

Of the 632 faculty of record in Fall 2013, 272 responded. While faculty from all colleges responded, the College of Liberal and Applied Arts (n=112), the James I. Perkins College of Education (n=55), and the College of Sciences and Mathematics (n=49) had the most respondents. Those faculty who completed the survey were ranked as Associate Professor (n=71), Assistant Tenure-Track Professor (n=61), and Full Professor (n=52); however, all ranks were represented. The mean salary was \$56,581.21 (s.d.=21137.56) and the mean time worked at SFA was 9.89 years (s.d.=8.2).

Salary

When the faculty were asked how they felt about their current salary, the mean response was somewhat dissatisfied (\bar{x} =3.31). The faculty were dissatisfied/somewhat dissatisfied with summer compensation (\bar{x} =2.92), but are neutral (\bar{x} =4.37) when it comes to the opportunities for summer compensation.

A second set of questions about salary centered on how concerned the faculty were about salaries. When asked about concerns with current salary, the respondents were somewhat concerned (\bar{x} =3.10), and the faculty were similarly somewhat concerned (\bar{x} =3.02) about summer compensation. While the faculty were also somewhat concerned (\bar{x} =3.74) about opportunities for summer compensation, the concern is slightly more elevated.

When asked if faculty are treated equitably across the university and college, the faculty are concerned (\bar{x} =4.9 and \bar{x} =4.38, respectively) suggesting that the faculty see/perceive less equity at the level of the university. At the department level, there is less of a concern (\bar{x} =3.70) about equity. Finally, when asked if there was equitable treatment of SFA faculty as compared to faculty at similar universities, there is some concern (\bar{x} =4.70).

Teaching

Most faculty at SFA teach four course sections per semester (\bar{x} =3.92, s.d.=1.56), and 6.5% of the faculty teach more than four sections. Most faculty do not teach laboratories; however, of those faculty who teach laboratories in addition to course sections, they teach 1 or 2 labs (\bar{x} =1.51, s.d.=1.27) and 6.6% teach more than three labs. The average faculty member has 107 students (\bar{x} =107.48, s.d.=77.66) per semester, is responsible for 134 (\bar{x} =133.56, s.d.=93.22) students, and spends 11.55 (s.d.=5.30) hours in the classroom each week. Most

faculty do not get course releases, but those that do get one course release ($\bar{x}=1.33$, s.d.=.81).

When asked how satisfied they are with their current teaching workload, faculty were somewhat satisfied/satisfied ($\bar{x}=4.95$); however, when asked how concerned they were with their current workload, they were somewhat dissatisfied to neutral ($\bar{x}=3.89$). Faculty are neutral ($\bar{x}=4.32$) when it came to their college's current workload policy.

Research

When asked about the level of satisfaction about their current research/scholarship, the faculty were neutral ($\bar{x}=4.22$) and were somewhat dissatisfied ($\bar{x}=3.07$) with the amount of time they have for our research/scholarship. When asked about how they felt about their college's requirements and expectations for research and scholarship, they were neither satisfied nor dissatisfied ($\bar{x}=4.10$).

Service

Faculty were more positive when it came to service opportunities at SFA. When asked how satisfied/dissatisfied they were with service opportunities at the university and college levels, they were neutral to somewhat satisfied ($\bar{x} =4.77$ and $\bar{x}=4.92$, respectively) and they were somewhat satisfied ($\bar{x} =5.32$) with the opportunities in their own departments. Faculty are neutral to somewhat satisfied ($\bar{x}=4.87$) with their current service experiences. When asked how concerned they were with the University expectations regarding service, they are not too concerned at the university ($\bar{x}=2.88$), college ($\bar{x} =2.80$), and department ($\bar{x} =2.44$) levels.

Recruiting and Retention

A third set of questions was asked about how the issues presented above may affect (helpfulness) recruitment and retention of faculty at SFA. Salary, the possibility for summer compensation, and time for research ($\bar{x} =3.10$, $\bar{x} =3.02$, and $\bar{x} =3.31$, respectively) were the factors that the faculty indicated were not too helpful for recruitment and retention of faculty. All of the other categories were evaluated as being somewhat helpful to helpful.