Institutional Research & Decision Support

2018 IUPUI Faculty Survey

Methodology & Respondents

- Administered Spring 2018 via Qualtrics

- Included both full- and part-time faculty

- No School of Medicine

- 49% Response Rate!!

	All Respondents	All Invited
Female	54.1%	52.6%
Male	45.9%	47.4%
White	78.5%	77.4%
Asian	10.0%	10.1%
Black/African-American	6.5%	8.1%
Two or more races	2.6%	2.4%
Hispanic/Latinx	2.3%	1.8%
Full-time tenured/tenure track	40.7%	30.7%
Full-time non tenure track	31.8%	26.4%
Part-time/associate	27.5%	42.9%
N	**1170**	**2380**
Response Rate	**49.2%**	--

	Tenured/tenure-track Faculty	Full-time non tenure track Faculty	Part-time/associate Faculty
Gender			
Female	43.5%	62.1%	60.6%
Male	56.5%	37.9%	39.4%
Race/Ethnicity			
White	74.2%	78.0%	85.7%
Asian	15.5%	9.1%	2.8%
Black/African-American	5.7%	7.5%	6.5%
Two or more races	2.1%	3.0%	3.1%
Hispanic/Latinx	2.5%	2.4%	1.9%
Time worked at IUPUI			
Less than a year	2.7%	11.6%	12.1%
1-3 years	11.0%	18.6%	26.1%
4-6 years	16.3%	14.6%	18.3%
7-9 years	12.9%	9.4%	10.6%
10+ years	57.1%	45.8%	32.9%
N	**476**	**372**	**322**
Response Rate	**65.1%**	**59.2%**	**31.5%**

Results

Importance to making decision to accept appointment at IUPUI?

	Not at all	Somewhat	Moderately	Very	Extremely	Mean
Climate/supportive atmosphere	3.6%	6.5%	13.3%	43.0%	33.5%	3.96
Support for teaching	4.9%	7.2%	17.9%	38.2%	31.8%	3.85
Competence of colleagues	4.1%	7.2%	16.2%	48.4%	24.2%	3.82

- Support for teaching more important for Full-time Non tenure-track and part-time faculty

- Support for research/creative work & research quality more important to tenured/tenure-track faculty

If you had to go back and start again would you come to IUPUI?

	Tenured/Tenure-Track Faculty	Full-time Non-Tenure Track Faculty	Part-Time/Associate Faculty	Overall
Yes, definitely	48.6%	60.8%	65.8%	**57.2%**
Probably	37.0%	28.2%	26.5%	**31.3%**
Probably not	11.2%	8.3%	7.3%	**9.2%**
No, definitely not	3.2%	2.8%	0.3%	**2.3%**

Job Satisfaction - Overall

	Very unsatisfied	Unsatisfied	Neither unsatisfied nor satisfied	Satisfied	Very Satisfied	Mean
Overall autonomy and independence	1.8%	4.3%	7.3%	41.6%	45.0%	4.24
Flexibility in work/life balance	1.9%	5.9%	10.1%	39.6%	42.5%	4.15
Overall job satisfaction	2.5%	8.0%	10.5%	51.3%	27.6%	3.93
Teaching Load	2.8%	11.6%	15.8%	51.0%	18.8%	3.71
Quality of teaching space	3.1%	12.0%	17.5%	48.8%	18.6%	3.68
Campus safety	3.1%	13.6%	22.1%	45.6%	15.5%	3.57
Service Load (committees, etc.)	3.1%	10.7%	23.7%	51.2%	11.4%	3.57
Quality of office space	7.9%	15.9%	17.5%	34.7%	23.9%	3.51
Quality of research space	5.0%	9.1%	38.5%	33.5%	13.9%	3.42
Salary	12.1%	22.6%	16.7%	36.8%	11.7%	3.13

Job Satisfaction – Overall (2015 v 2018) Satisfied/Very Satisfied*

	2015	2018
Overall job satisfaction - All	**75.4%**	**78.9%**
Tenured/Tenure Track	67.5%	76.3%
Full-time Non-Tenure Track	82.6%	78.1%
Part-time	80.3%	83.7%
Overall autonomy and independence - All	**82.2%**	**86.6%**
Tenured/Tenure Track	75.8%	85.4%
Full-time Non-Tenure Track	86.1%	85.9%
Part-time	88.8%	89.1%

*2015 measured on 4 point scale (Not at all, somewhat, satisfied, very satisfied) while 2018 on a 5 point scale (Very unsatisfied, unsatisfied, neither, satisfied, very satisfied)

Satisfaction – Faculty Development & Mentoring

	Tenured/Tenure-Track Faculty	Full-time Non-Tenure Track Faculty	Part-Time/Associate Faculty
Faculty development opportunities concerning teaching	3.73	3.57*	3.46**
Faculty development opportunities concerning research	3.50	3.24**	3.10***
Faculty development opportunities concerning community engagement	3.50	3.41	3.29*
Mentoring opportunities for faculty	3.44	3.20**	3.39
Faculty development opportunities concerning Student Affairs	3.33	3.31	3.22
Faculty development opportunities concerning being effective mentors for other faculty members	3.31	3.03***	3.10*
Effectiveness of mentoring outside department	3.28	3.02**	3.16
Effectiveness of mentoring within department	3.23	3.08	3.40

*p<.05; **p<.01; ***p<.01, group compared to tenure-track faculty
Scale: 1 = Very unsatisfied; 2 = Unsatisfied; 3 = Neither; 4 = Satisfied; 5 = Very satisfied

Satisfaction – Faculty Development & Mentoring

7% Unsatisfied/Very Unsatisfied

18%

17%

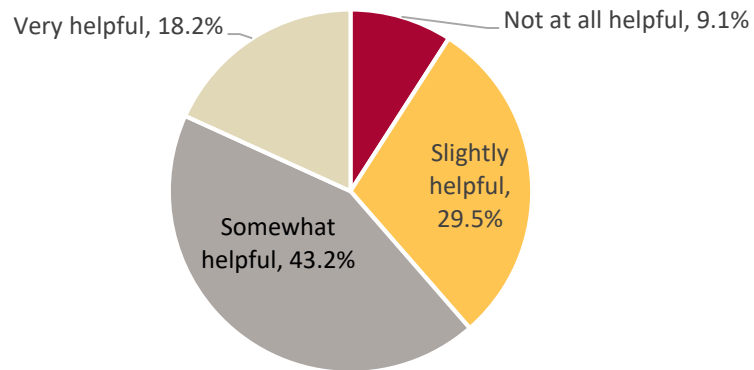|	Tenured/Tenure-Track Faculty	Full-time Non-Tenure Track Faculty	Part-Time/ Associate Faculty
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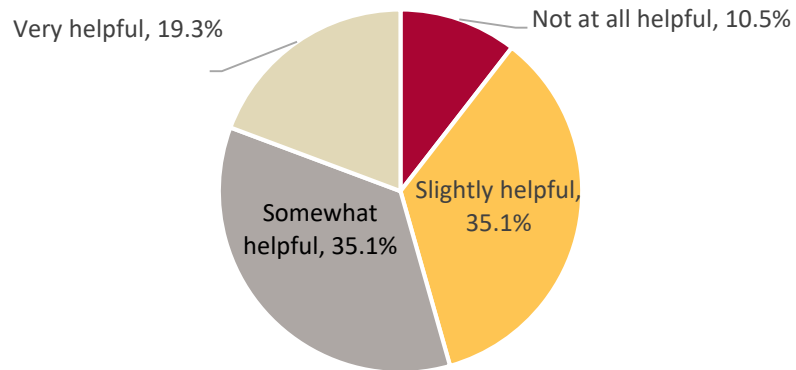
IUPUI

Tenured/tenure-track (Assistant - Less than 3 years)

When thinking about onboarding, to what extent did your unit help prepare you to succeed in transition to IUPUI? (n=44)

Very helpful, 18.2%

Not at all helpful, 9.1%

Slightly helpful, 29.5%

Somewhat helpful, 43.2%

Tenured/tenure-track (Assistant - 3 years or more)

When thinking back to onboarding, to what extent did your unit help prepare you to succeed in transition to IUPUI? (n=57)

Very helpful, 19.3%

Not at all helpful, 10.5%

Slightly helpful, 35.1%

Somewhat helpful, 35.1%

Tenured/tenure-track (Assistant Prof)

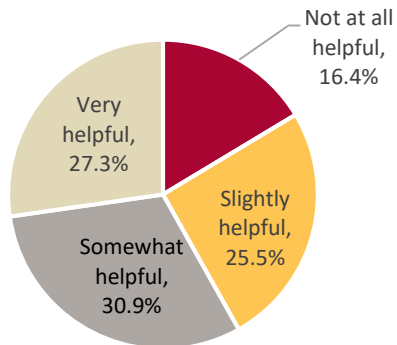| Satisfaction with aspects of transition to tenure-track position (Satisfied/Very satisfied)	0-3 years (n=44)	3 years or more (n=57)
Onboarding with respect to research	68.1%	35.7%
Orientation with respect to the campus in general	59.1%	42.9%
Connected with campus resources	56.8%	44.6%
Provided information about promotion and tenure processes	54.6%	51.0%
Onboarding with respect to service	44.2%	21.8%
Onboarding with respect to teaching	48.8%	41.0%
Connected with appropriate mentors	41.9%	37.5%
Connected with larger campus community	37.2%	32.7%

Tenured/tenure-track (Assistant Prof)

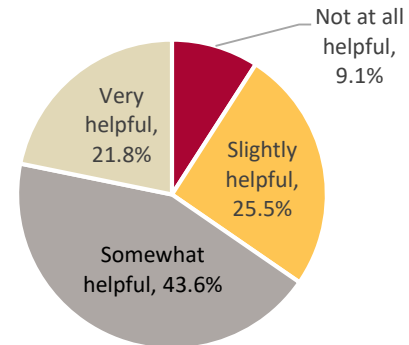| Satisfaction with aspects of transition to tenure-track position (Satisfied/Very satisfied)	0-3 years (n=44)	3 years or more (n=57)
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Provided information about promotion and tenure processes	54.6%	51.0%
Onboarding with respect to service	44.2%	21.8%
Onboarding with respect to teaching	48.8%	41.0%
Connected with appropriate mentors	41.9%	37.5%
Connected with larger campus community	37.2%	32.7%

Tenured/tenure-track (Assistant - 3 years or more)

When thinking back to onboarding, to what extent did unit help prepare you to succeed in 3-year review? (n=55)

Not at all helpful, 16.4%

Very helpful, 27.3%

Somewhat helpful, 30.9%

Slightly helpful, 25.5%

How helpful was feedback provided during 3-year review? (n=55)

Not at all helpful, 9.1%

Very helpful, 21.8%
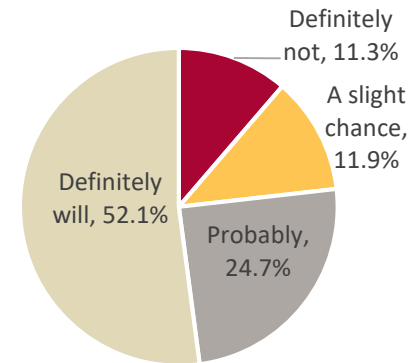
Somewhat helpful, 43.6%

Slightly helpful, 25.5%

IUPUI

Tenured/tenure-track (Associate Professor)

When thinking about P&T process, to what extent did your unit help prepare you to succeed? (n=165)

Not at all helpful, 7.9%
Slightly helpful, 20.0%
Very helpful, 43.6%
Somewhat helpful, 28.5%
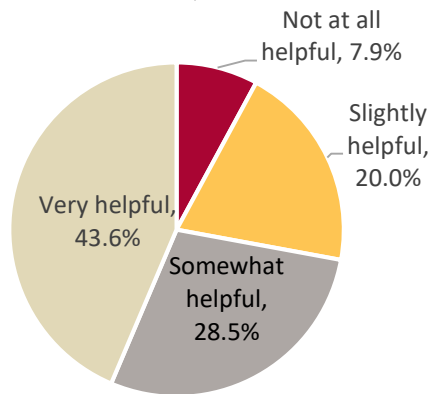
Do you anticipate going up for full? (n=194)

Definitely not, 11.3%
A slight chance, 11.9%
Definitely will, 52.1%
Probably, 24.7%

Part-time/Associate Faculty

	Very unsatisfied	Unsatisfied	Neither unsatisfied nor satisfied	Satisfied	Very satisfied	Mean
Support available for using Canvas	4.4%	6.3%	17.3%	43.4%	28.7%	3.86
Support available for handing student issues or concerns	2.9%	6.3%	21.0%	43.8%	26.1%	3.84
Support available for syllabus creation	2.6%	5.9%	28.3%	43.1%	20.1%	3.72
Support available for teaching techniques	2.6%	7.8%	26.7%	44.1%	18.9%	3.69
Support available for incorporating active learning strategies	2.6%	7.1%	29.5%	41.4%	19.4%	3.68
Onboarding with respect to campus policies (e.g., grading, calendar, Title IX)	3.0%	7.9%	38.5%	38.1%	12.5%	3.49
Onboarding with respect to available teaching resources	3.0%	10.9%	38.5%	35.1%	12.5%	3.43
Connections with others in your unit/department	5.2%	14.1%	31.9%	33.3%	15.6%	3.40
Connections with Student Affairs units/departments	4.5%	15.8%	45.3%	26.8%	7.5%	3.17

Importance of reasons to leave IUPUI

	Not important at all	Somewhat important	Moderately important	Very Important	Extremely Important	Mean
Improved salary	5.7%	6.1%	18.8%	34.4%	34.9%	3.87
Advancement in position level and job scope	9.3%	8.0%	17.5%	34.0%	31.3%	3.70
Geographic location of new opportunity	14.6%	11.0%	20.5%	27.8%	26.0%	3.40
Improved benefits	13.5%	12.1%	26.6%	28.0%	19.7%	3.28
Improved work load/life balance	22.1%	12.9%	22.7%	24.5%	17.8%	3.03
Improved department climate	22.4%	12.8%	23.7%	24.1%	17.0%	3.00
Improved interpersonal work environment	22.3%	14.2%	24.8%	22.0%	16.9%	2.97
Recipient of competitive recruitment from another institution	23.1%	14.0%	23.6%	24.1%	15.2%	2.94
Improved support from immediate supervisor	26.5%	13.3%	20.9%	23.3%	16.0%	2.89
Improved relationships with colleagues	23.0%	15.8%	27.2%	20.4%	13.6%	2.86
Opportunity to work at institution with different priorities	24.1%	14.8%	27.6%	20.4%	13.2%	2.84

Career Goals / Work at IUPUI

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Mean
What I do at work is valuable and worthwhile	0.5%	1.8%	5.9%	44.3%	47.5%	4.37
There are people at IUPUI who appreciate me as a person	1.2%	3.1%	10.2%	45.7%	39.8%	4.20
My career has a clear sense of purpose	1.3%	5.0%	17.2%	44.4%	38.4%	4.15
I feel good about my work most of the time	1.6%	4.5%	12.3%	52.6%	29.1%	4.03
I believe that I can succeed at IUPUI	2.7%	4.7%	17.7%	42.5%	32.4%	3.97
My career is going well	1.9%	6.8%	17.5%	47.9%	26.0%	3.89
I am achieving most of my professional goals	2.8%	10.5%	16.1%	44.7%	25.9%	3.80
I feel supported and valued at IUPUI	4.2%	10.2%	17.7%	40.4%	27.5%	3.77
I feel a sense of belonging in my department or workgroup	6.5%	9.8%	16.4%	36.7%	30.6%	3.75
In most activities I do at IUPUI, I feel energized	3.1%	10.6%	22.4%	42.7%	21.2%	3.68
I am optimistic about my future with IUPUI	4.4%	12.0%	22.3%	38.4%	22.9%	3.64

High Impact Practices Completed/In progress of (2015 v 2018)

In the past three years did you do the following while teaching (have employed or in progress of)?	All Faculty		Tenured/Tenure-Track Faculty		Full-time Non-Tenure Track Faculty		Part-Time/Associate Faculty	
	2015	2018	2015	2018	2015	2018	2015	2018
Provide periodic and structured opportunities for reflection (e.g., require students to provide a written paper or give an oral presentation reflecting on their experiences in your course)	52.6%	60.4%	52.3%	62.0%	60.1%	63.4%	44.1%	54.3%
Mentor an undergraduate student on a research project	41.0%	37.6%	58.6%	54.3%	38.2%	30.2%	15.4%	19.5%
Require an undergraduate research project as part of your course	39.2%	40.5%	53.0%	52.7%	35.5%	32.4%	21.0%	32.5%
Teach a culminating senior experience (capstone course, senior project or thesis, comprehensive exam, portfolio, etc.)	30.7%	35.7%	43.8%	52.3%	34.1%	34.8%	4.9%	14.1%
Advise a student organization or group	31.2%	31.1%	30.8%	34.8%	46.2%	37.4%	13.4%	16.7%
Include an internship, co-op, field experience, student teaching, or clinical placement for credit as part of a course	31.3%	31.6%	36.7%	34.1%	37.6%	36.0%	14.7%	22.1%
Require students to participate in a community-based project with service (service learning) as part of a course	25.5%	25.2%	22.8%	25.5%	34.1%	28.3%	19.6%	21.1%
Teach as part of a Themed Learning Community for first-year students or some other formal program where groups of students take two or more classes together	13.6%	18.1%	6.8%	12.2%	24.3%	24.2%	11.9%	19.5%
Include a study abroad/international travel experience as part of a course	7.1%	9.4%	8.5%	11.7%	9.8%	12.5%	1.4%	1.9%

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Community Engagement

Over the last 3 years, how often have you done each of the following activities?	Never	Seldom	Sometimes	Often	Very often	Mean
Participated in a professional capacity on a board or committee of a local business or civic/ social service agency	36.0%	11.4%	16.3%	16.2%	20.1%	2.73
Given talks to local community organizations	26.1%	18.1%	29.9%	14.8%	11.1%	2.67
Provided professional services to a community group, local business, or government agency for free or reduced rate	34.9%	14.3%	22.2%	15.8%	12.8%	2.57
Engaged in a collaborative research project with a community partner	46.4%	15.4%	16.7%	11.0%	10.4%	2.24
Participated in a campus- or school-sponsored community service event (e.g., United Day of Caring, Komen Race for the Cure, Dr. Martin Luther King Jr. Day of Service)	37.9%	24.8%	23.8%	8.9%	4.7%	2.18

Engaged in collaborative research project with community partner

	Never	Seldom	Sometimes	Often	Very often
Tenured/Tenure-track	36.8%	14.5%	20.7%	11.1%	16.8%
Full-time Non Tenure-track Faculty	48.2%	17.5%	15.6%	10.4%	8.3%
Part-time/Associate Faculty	60.6%	14.3%	11.2%	11.6%	2.3%

Questions?