

Montclair State University

HERI Faculty Survey

2014 Results

Full-Time Undergraduate Teaching Faculty

Montclair State University

N=48

Public 4yr Colleges - medium

N=960

Higher Education Research Institute, University of California at Los Angeles

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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.

- Academic outcomes and experiences
- Co-curricular outcomes and experiences
- Diversity
- Future plans
- Satisfaction



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A Note about CIRP Constructs

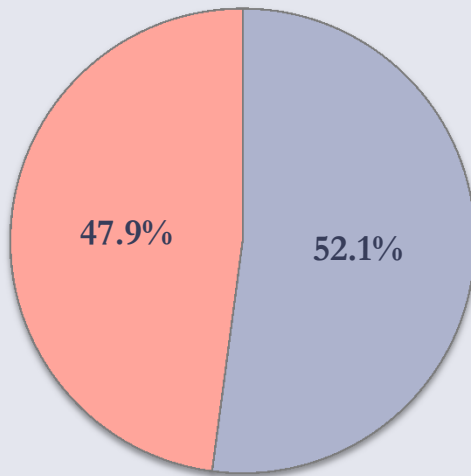
We use the CIRP constructs throughout this PowerPoint to help summarize important information about your faculty from the HERI Faculty Survey.

Constructs

Constructs statistically aggregate questions from the HERI Faculty Survey that tap into key features of the faculty experience. These faculty traits and institutional practices contribute to faculty's engagement with students in the classroom, their research productivity, and their overall satisfaction.

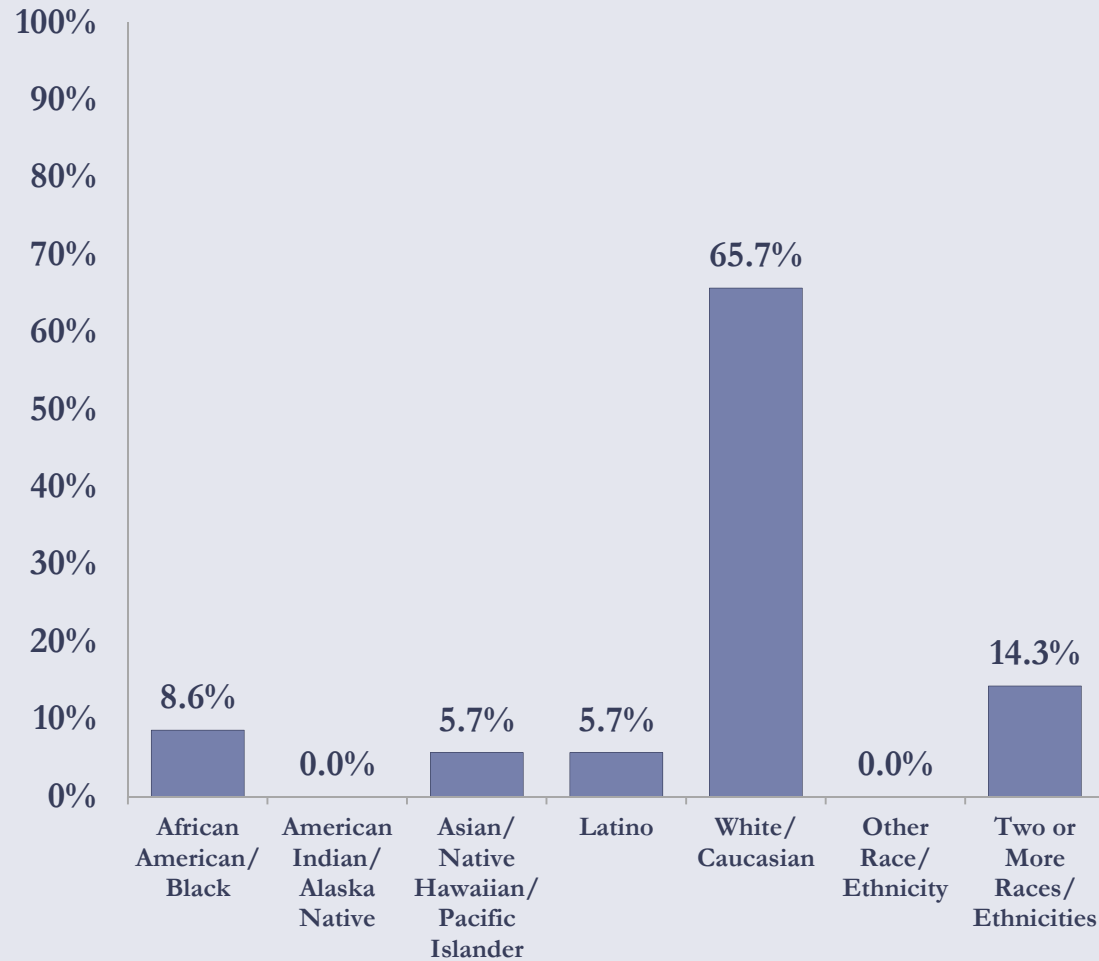
Demographics

Sex



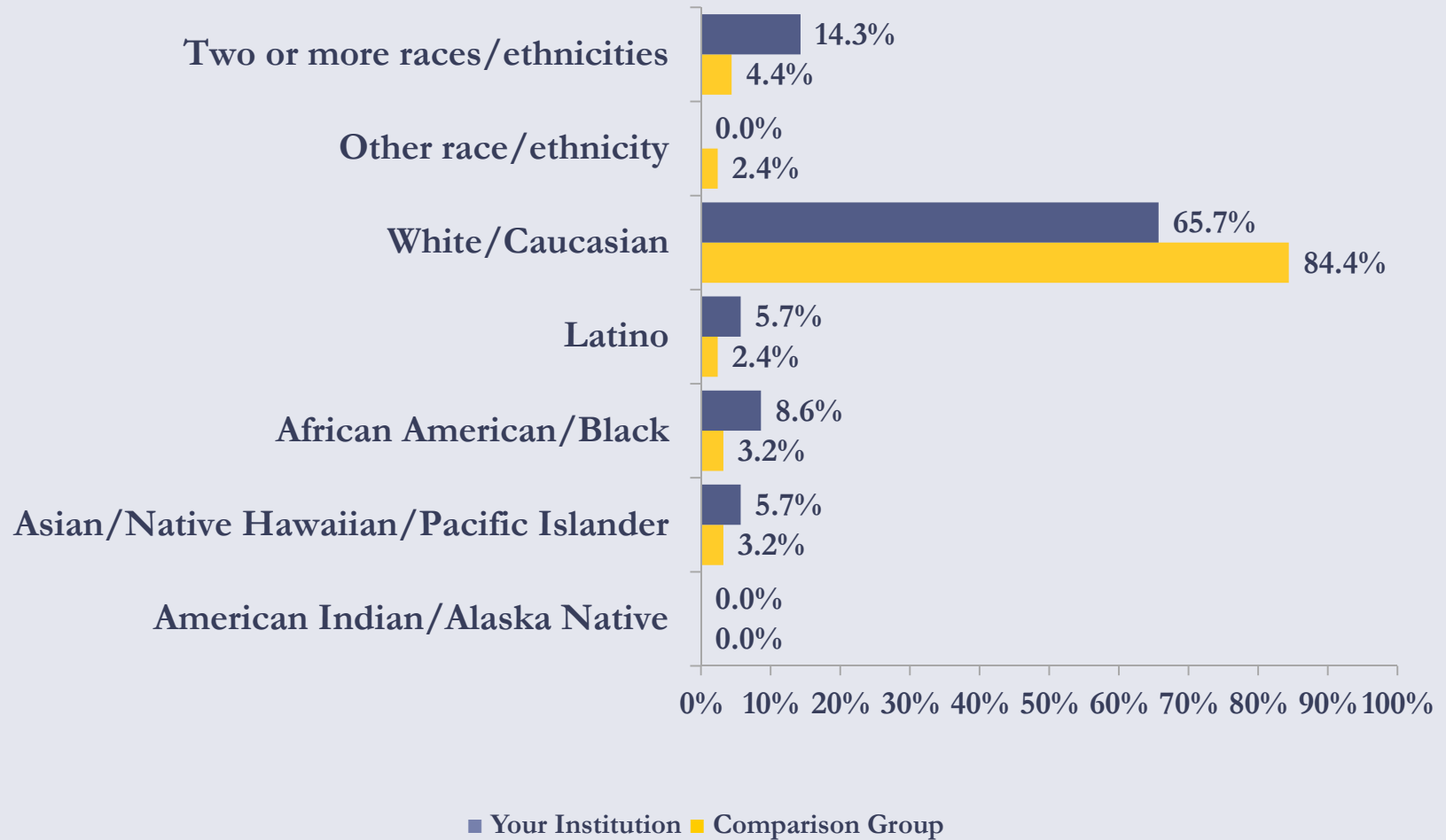
■ Male
■ Female

Race/Ethnicity



Demographics

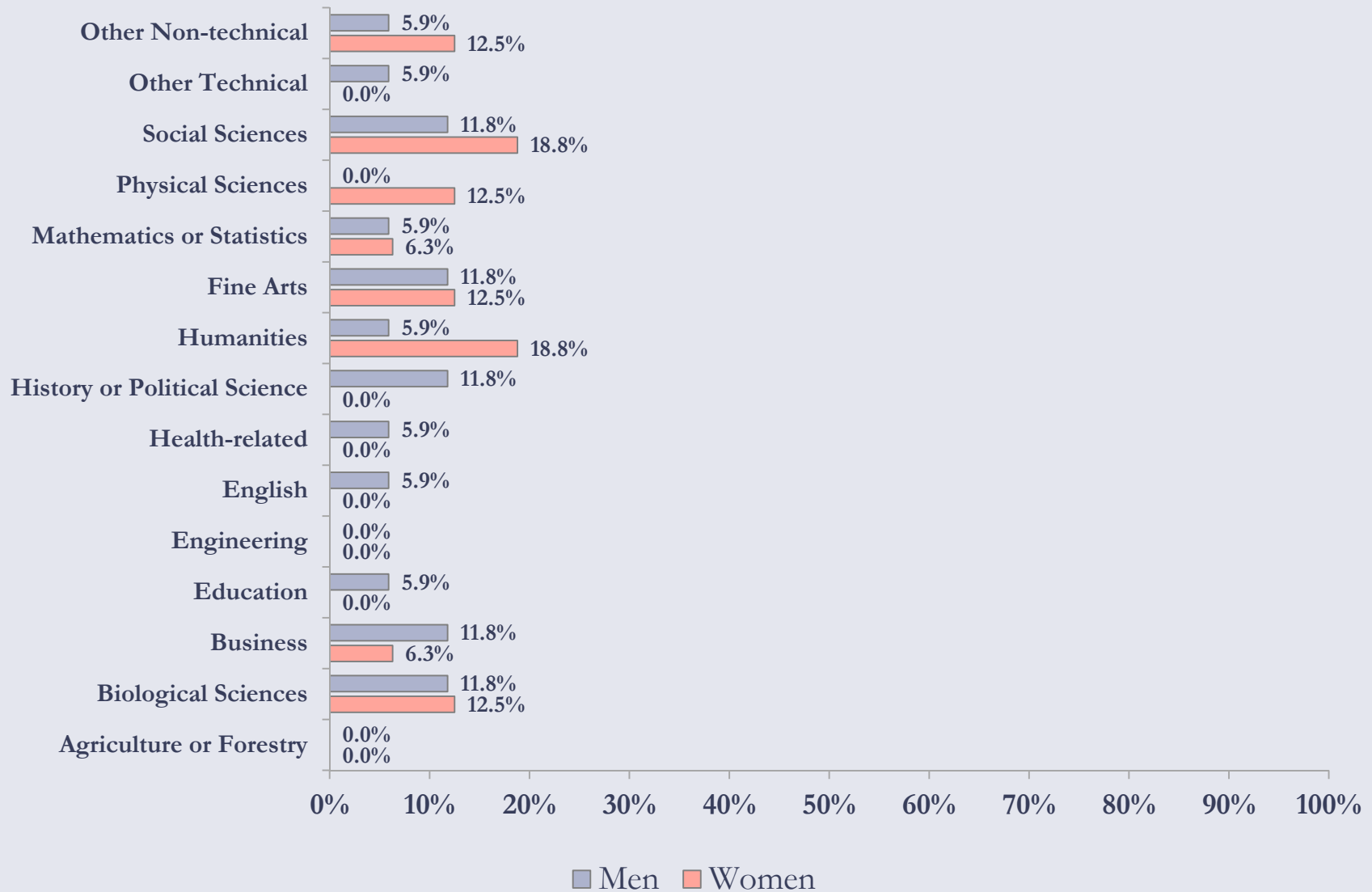
Race/Ethnicity





Demographics

Academic Department (Aggregated)





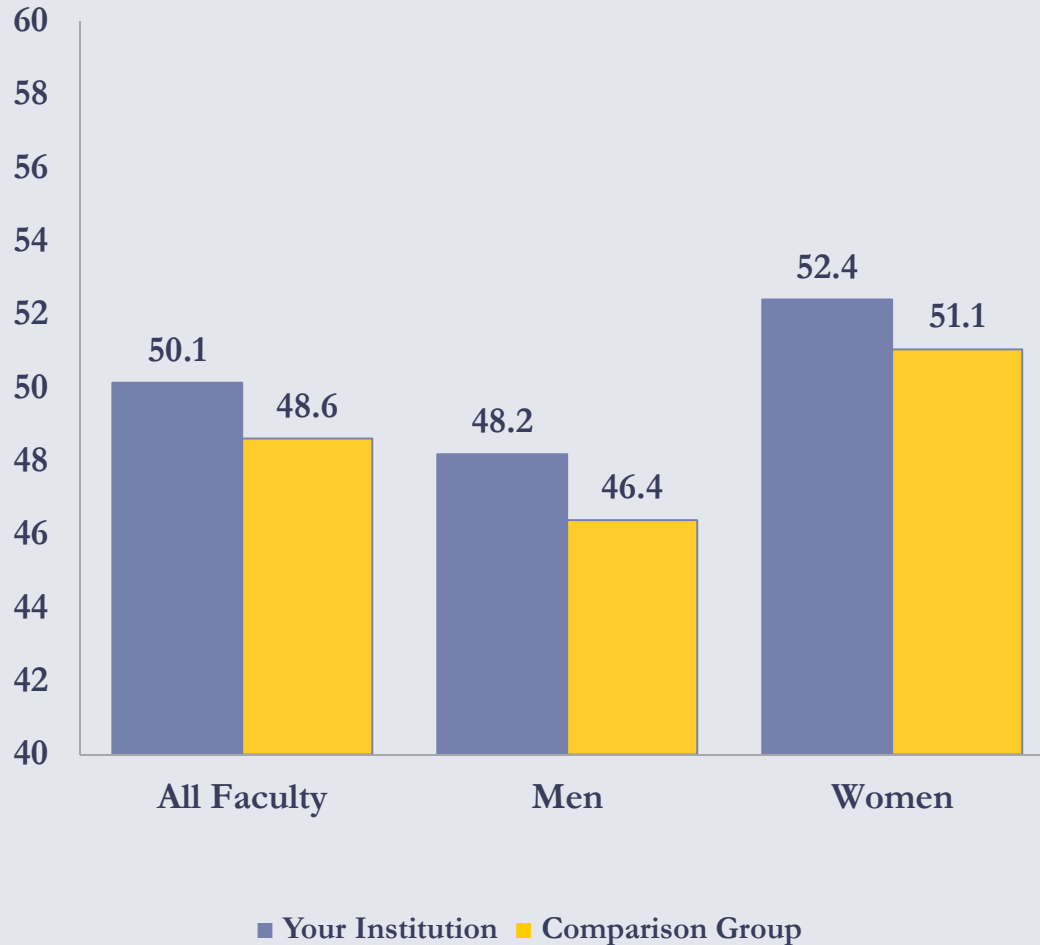
Teaching Practices

Faculty differ in the types of courses they teach and the methods they use to deliver content to students.



Student-Centered Pedagogy

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



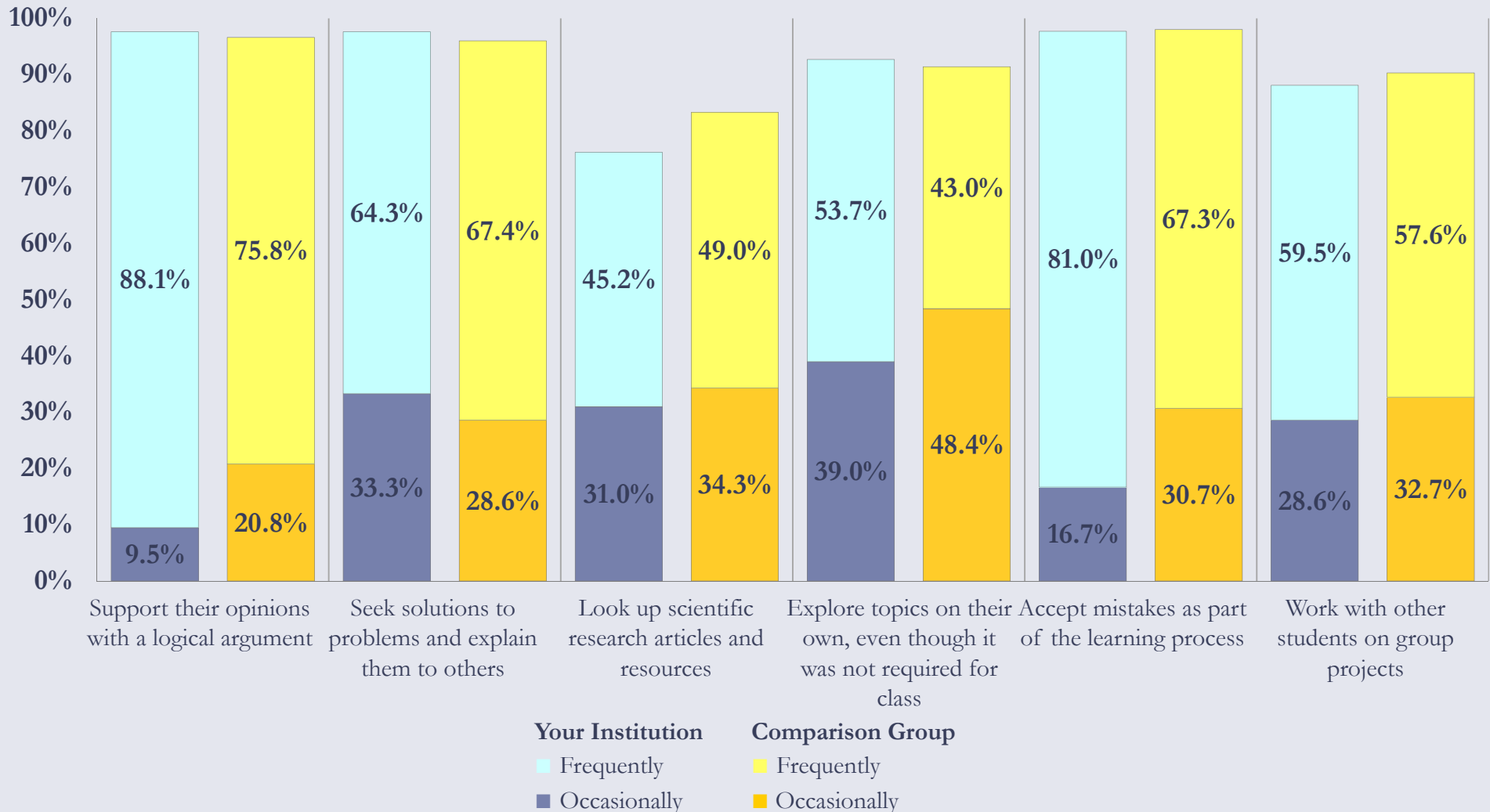
Construct Items

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



Habits of Mind

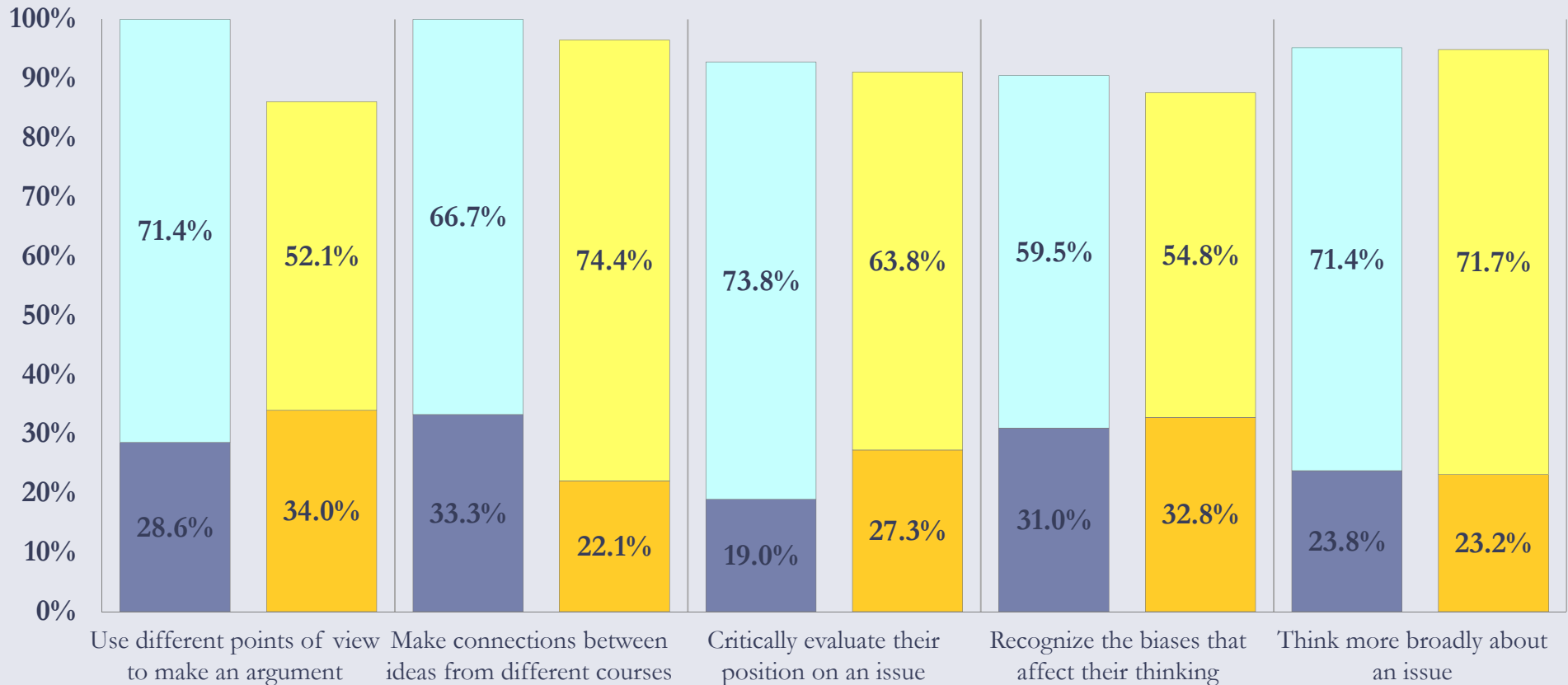
These items measure the extent to which faculty structure courses to develop habits of mind for lifelong learning in students.





Habits of Mind

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



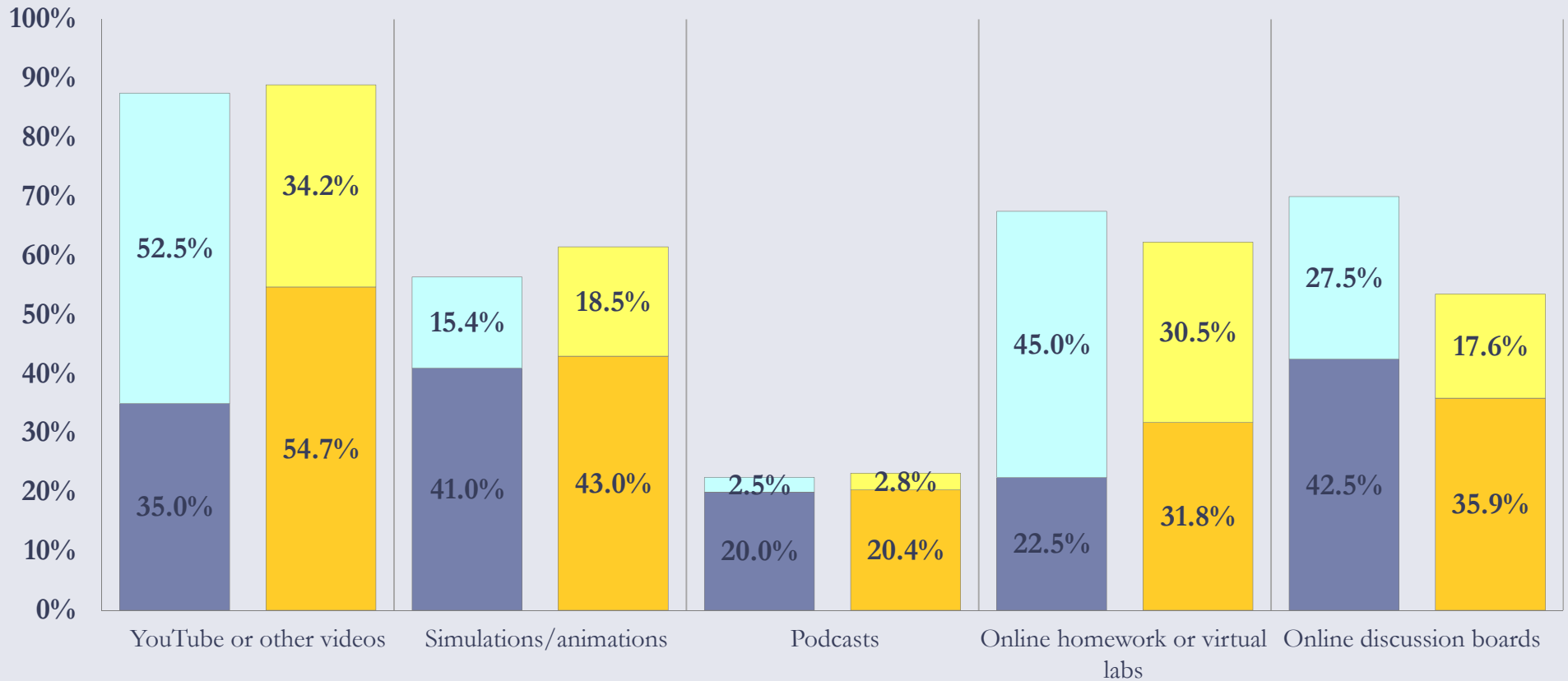
Your Institution
 ■ Frequently
 ■ Occasionally

Comparison Group
 ■ Frequently
 ■ Occasionally



Technology in the Classroom

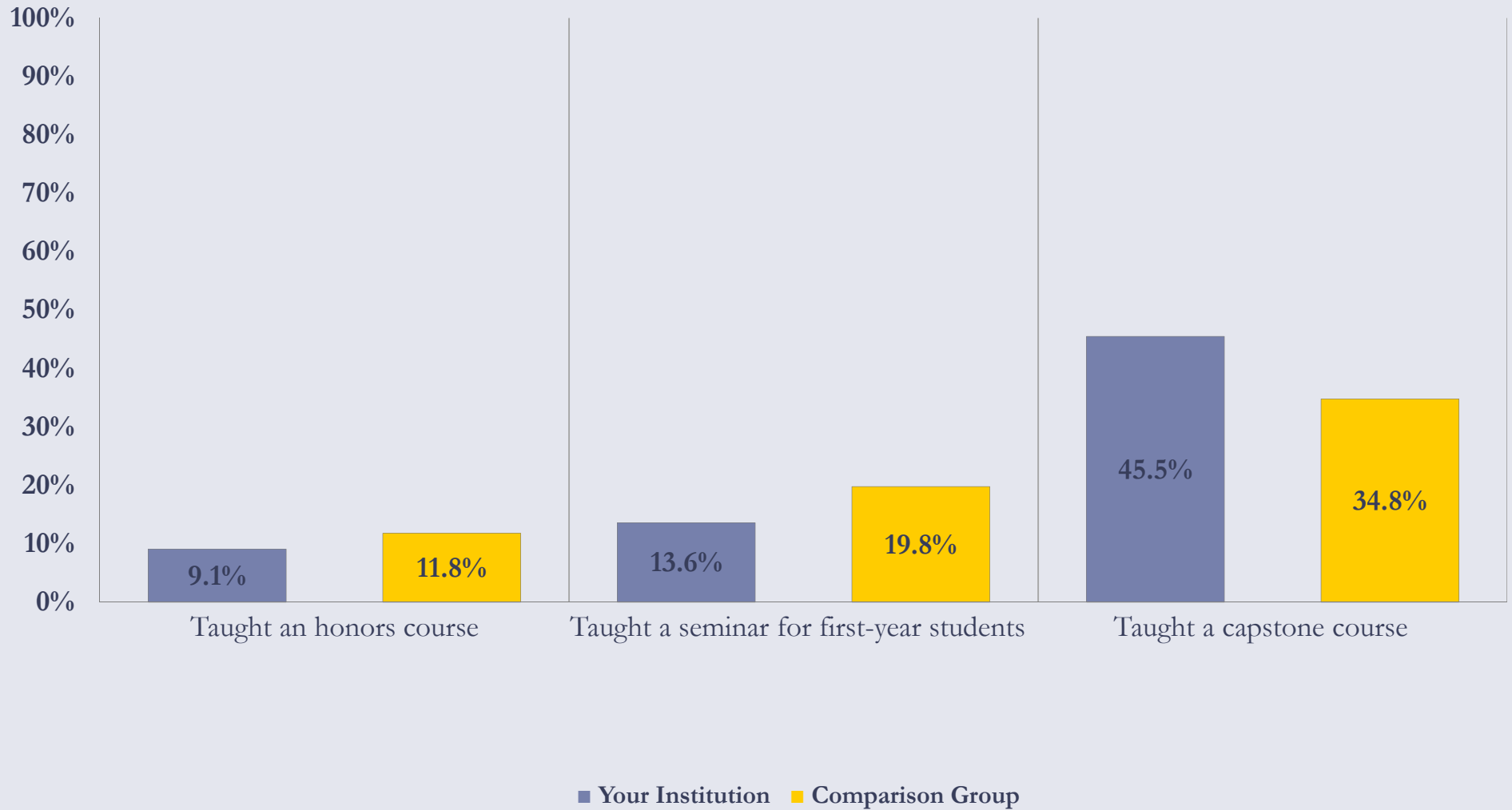
Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.



Your Institution
 Frequently (Cyan)
 Occasionally (Dark Blue)

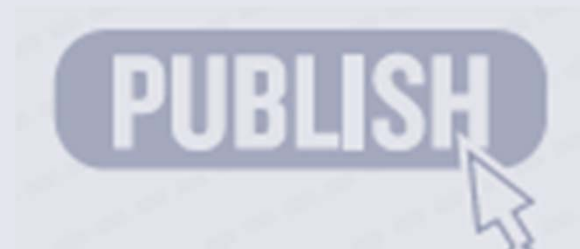
Comparison Group
 Frequently (Yellow)
 Occasionally (Orange)

Types of Courses Faculty Teach



Average Number of Courses Taught This Term

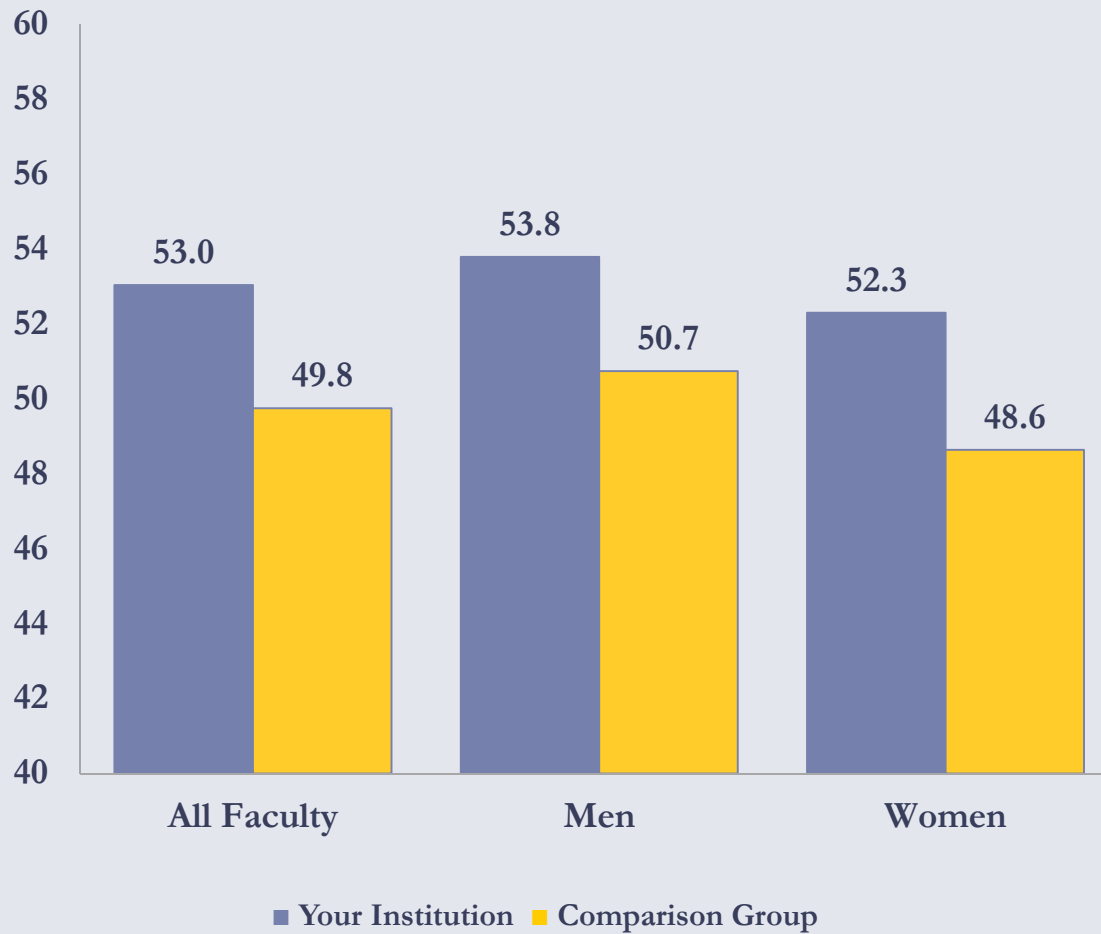




Research Activities

Scholarly Productivity

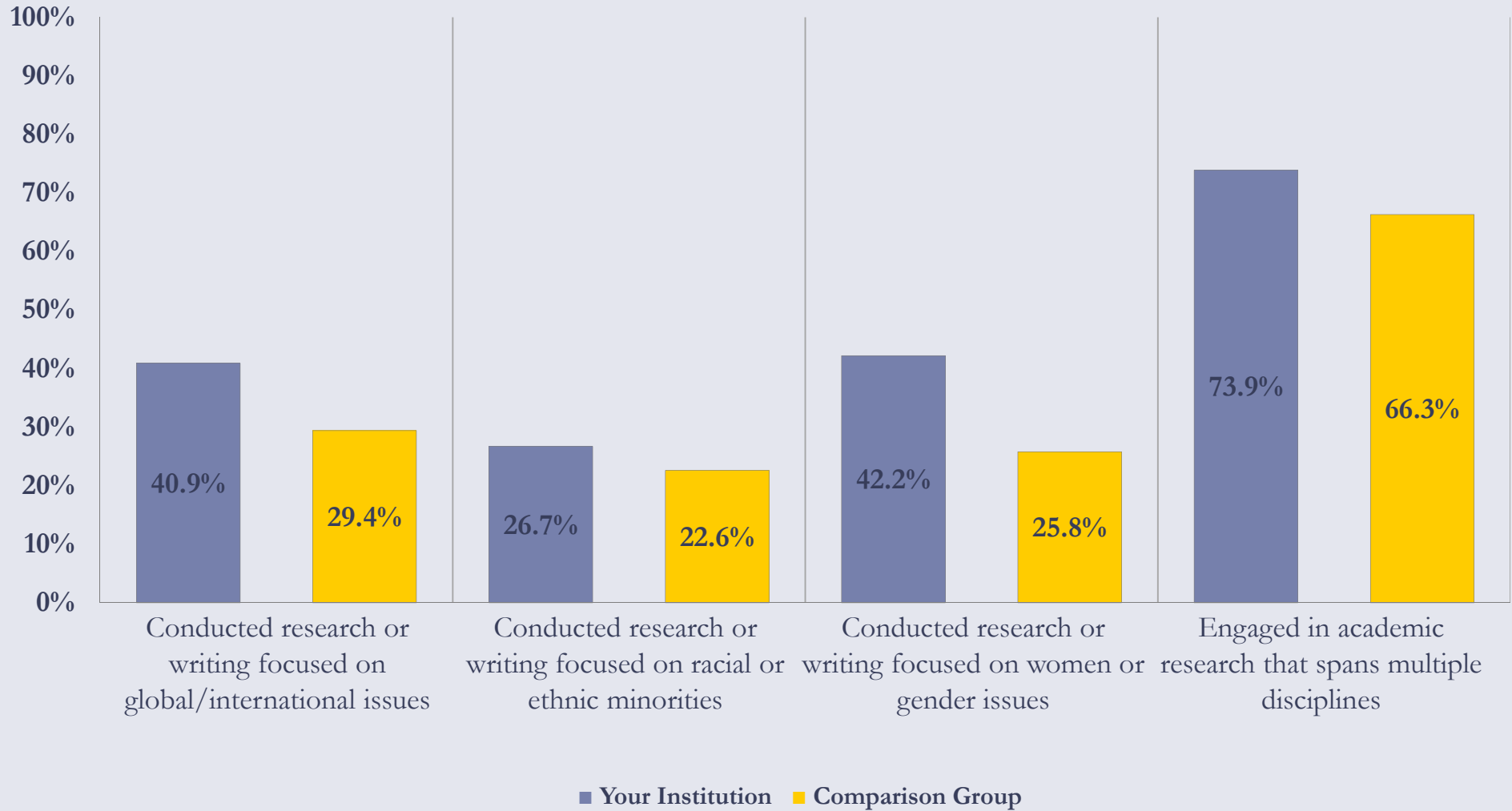
A unified measure of the scholarly activity of faculty.



Construct Items

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

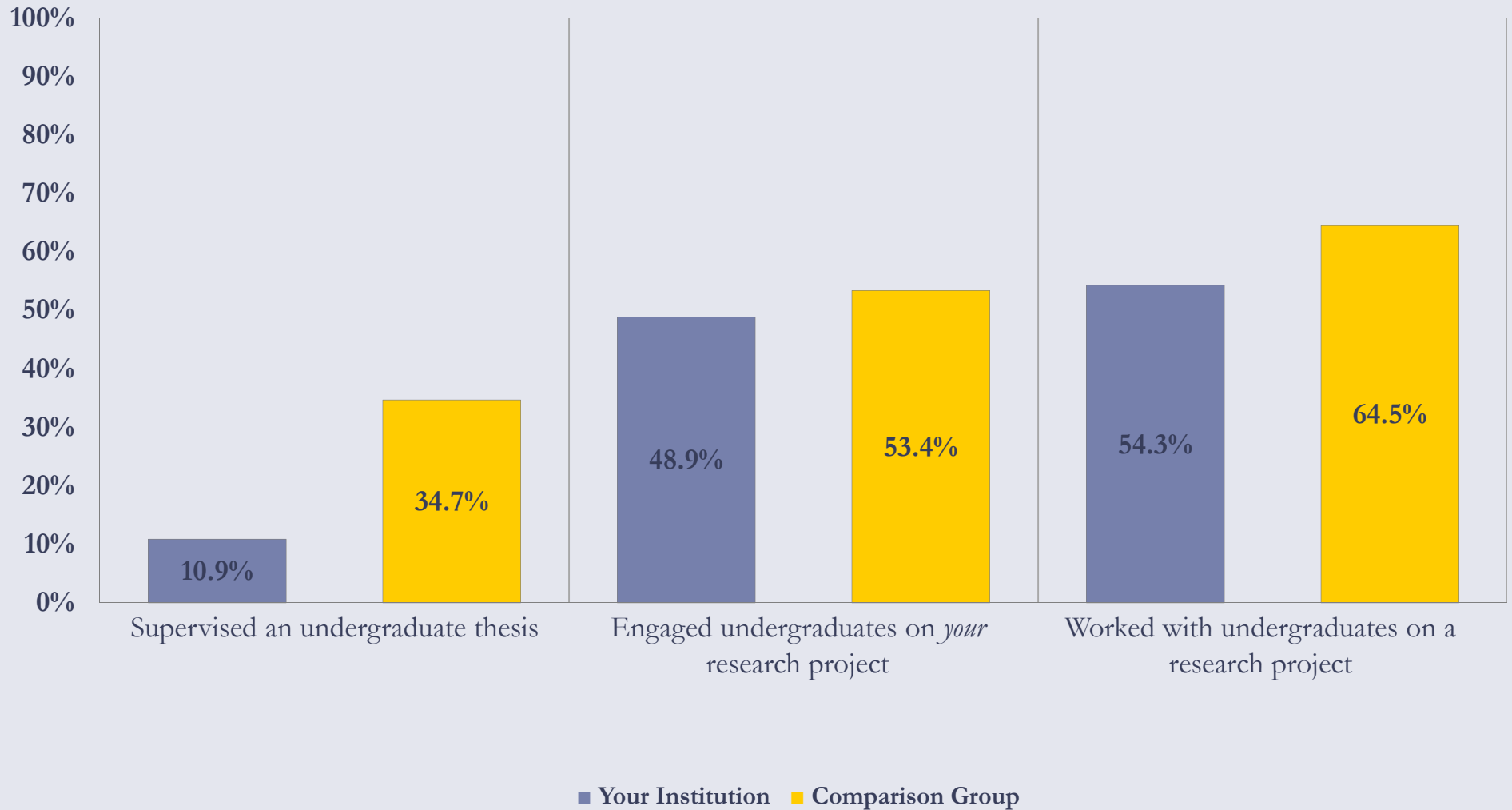
Foci of Faculty Research





Faculty Collaboration with Undergraduates on Research

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



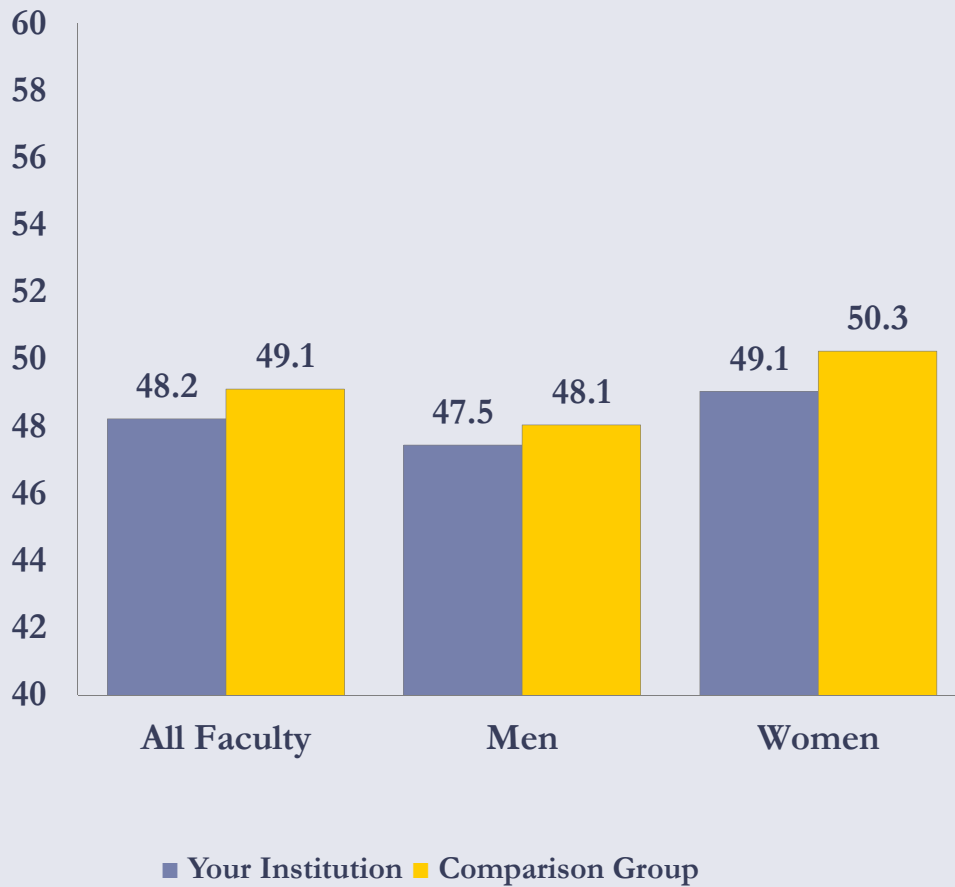


Faculty Satisfaction



Workplace Satisfaction

Workplace Satisfaction measures the extent to which faculty are satisfied with their working environment.

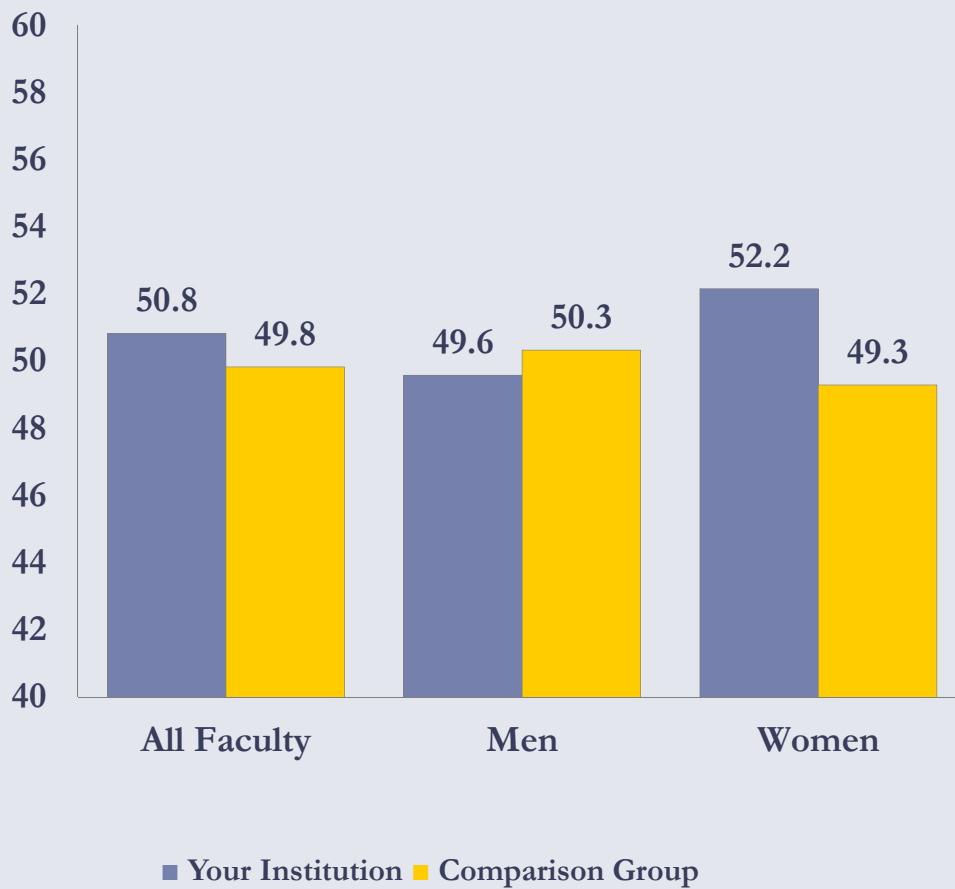


Construct Items

- Autonomy and independence
- Professional relationships with other faculty
- Competency of colleagues
- Departmental leadership
- Course assignments

Satisfaction with Compensation

Satisfaction with Compensation measures the extent to which faculty are satisfied with their compensation packages.

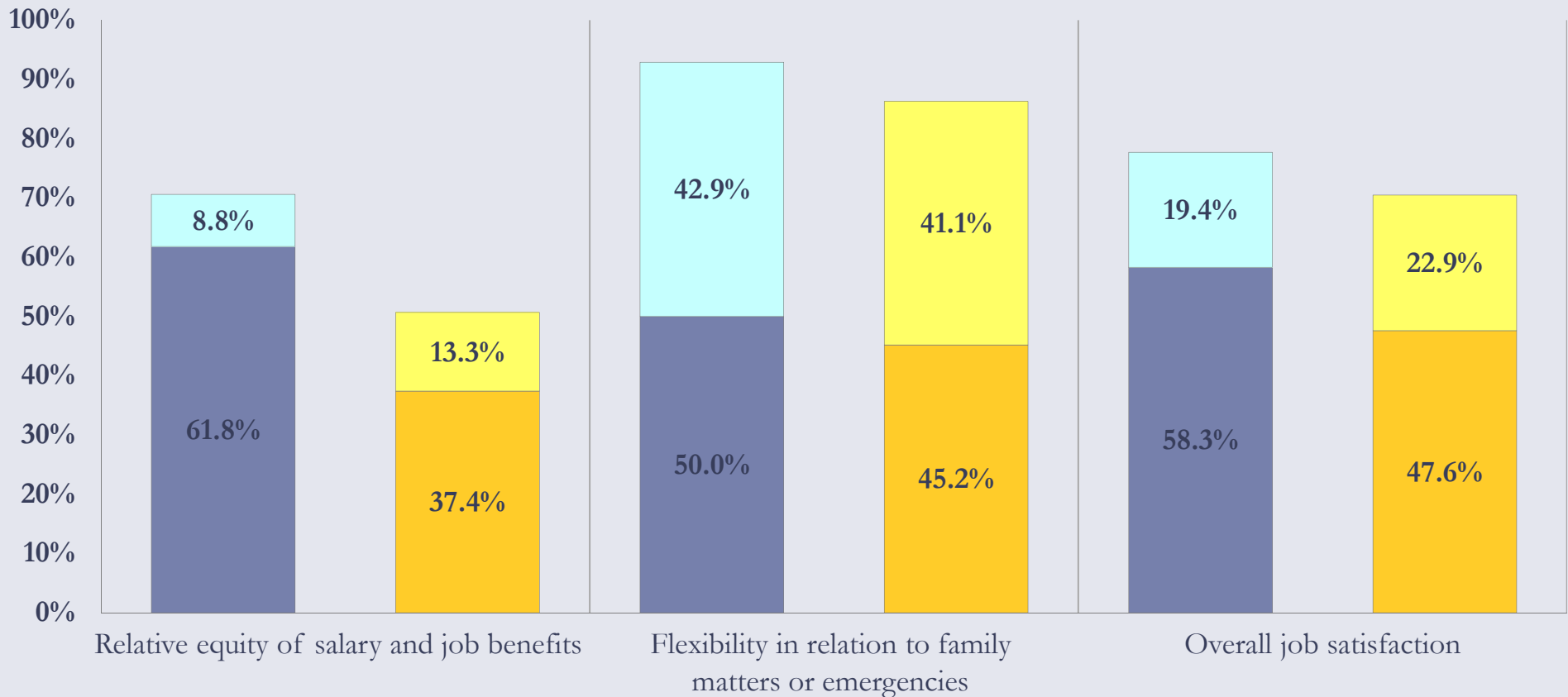


Construct Items

- Salary
- Retirement benefits
- Opportunity for scholarly pursuits
- Teaching load
- Job security
- Prospects for career advancement



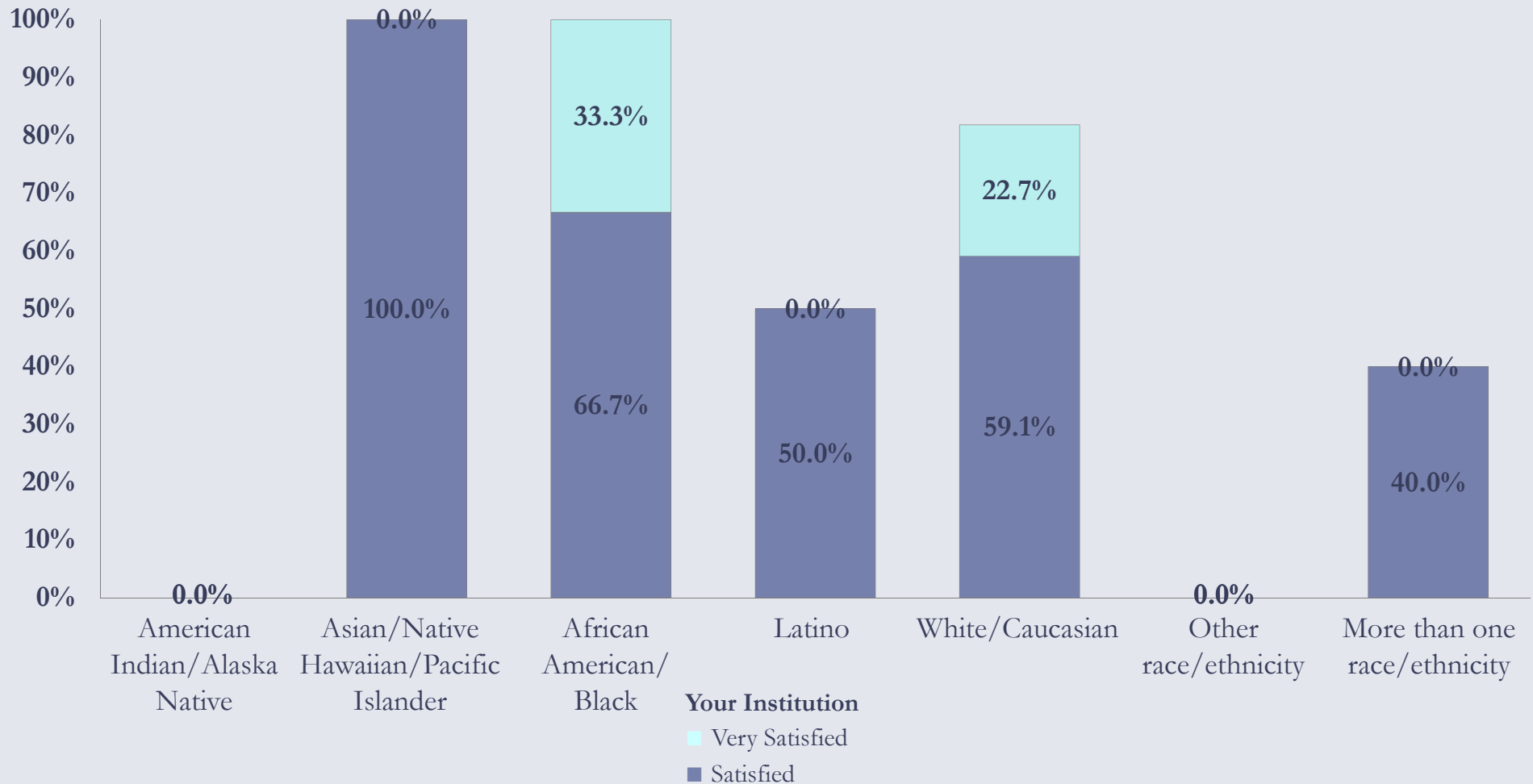
Faculty Satisfaction with Pay Equity and Family Flexibility



Your Institution
Very Satisfied
Satisfied

Comparison Group
Very Satisfied
Satisfied

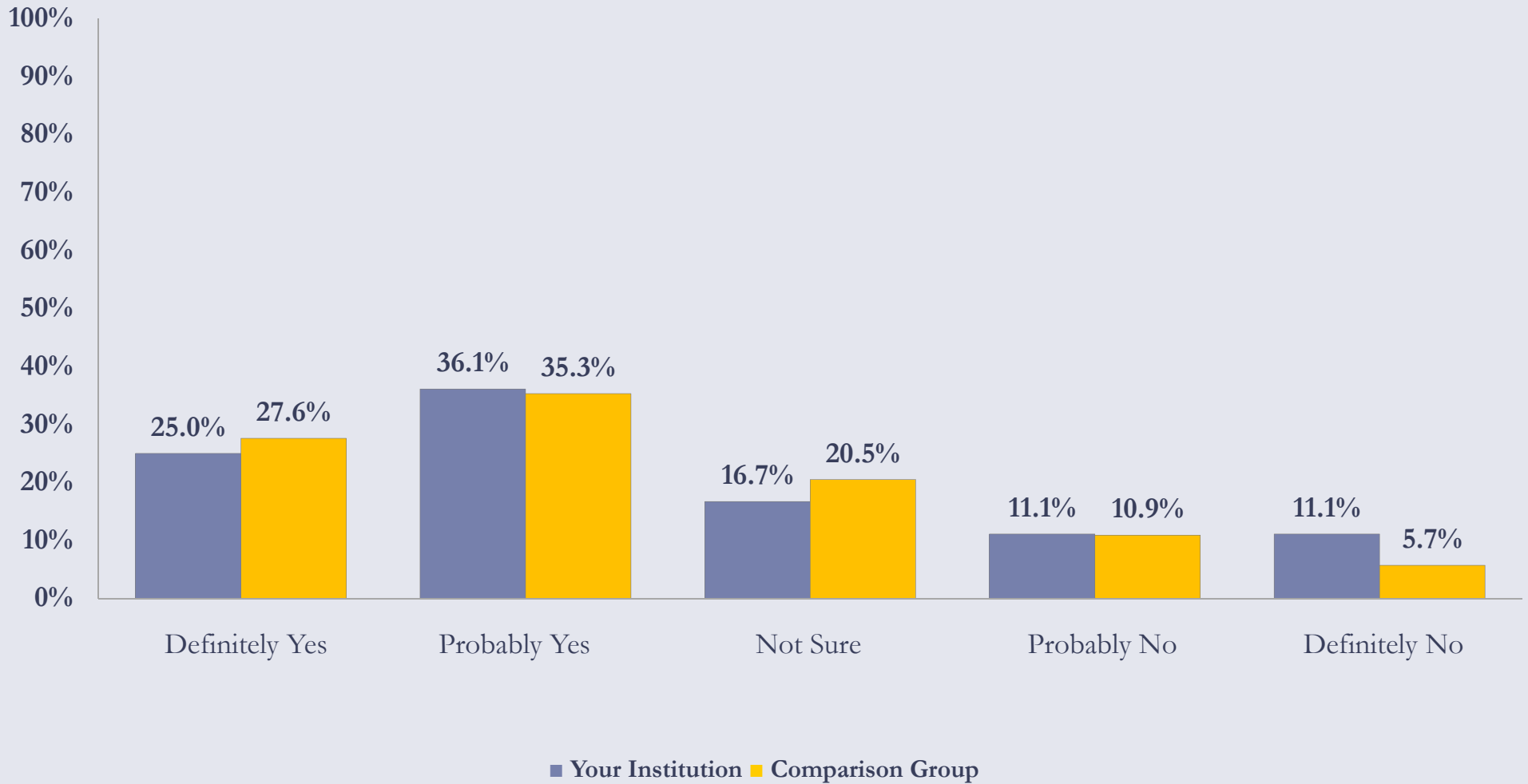
Overall Faculty Job Satisfaction





Overall Satisfaction

“If you could begin your career again, would you still want to come to this institution?”

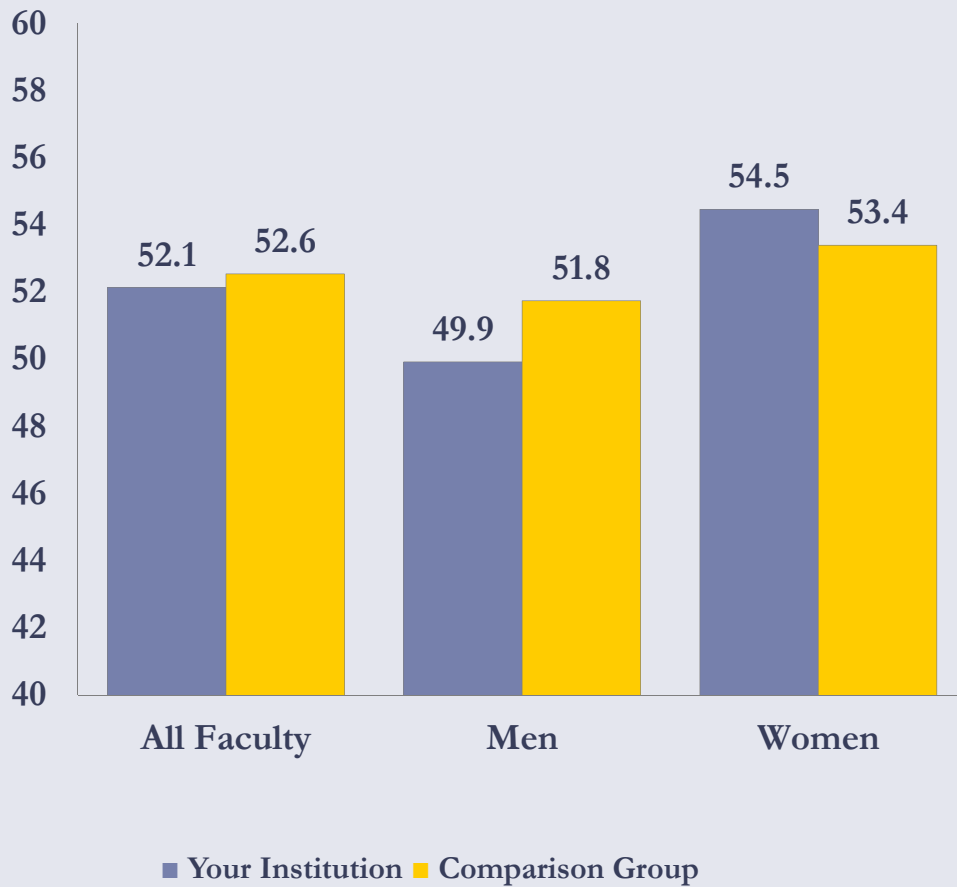




Sources of Faculty Stress

Career-Related Stress

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

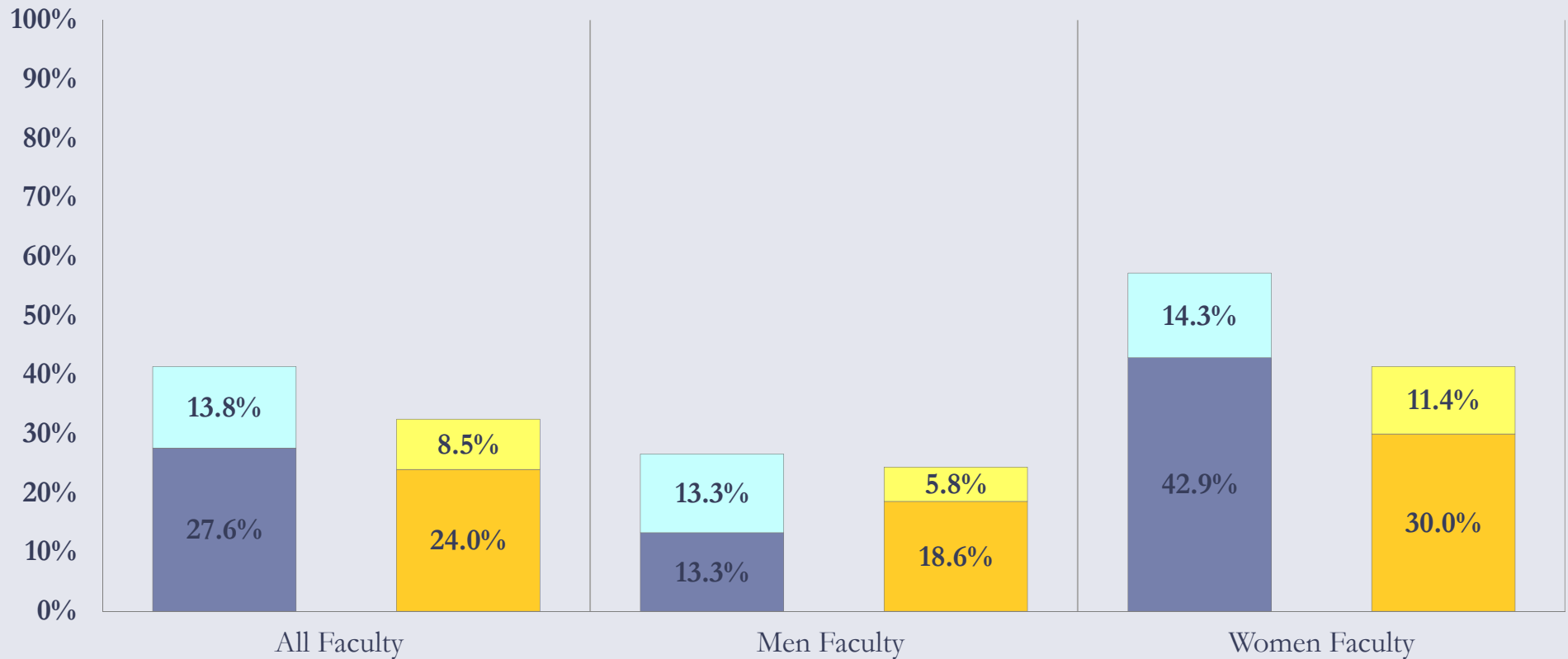


Construct Items

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



Stress Due to Subtle Discrimination, by Gender



Your Institution

■ Extensive

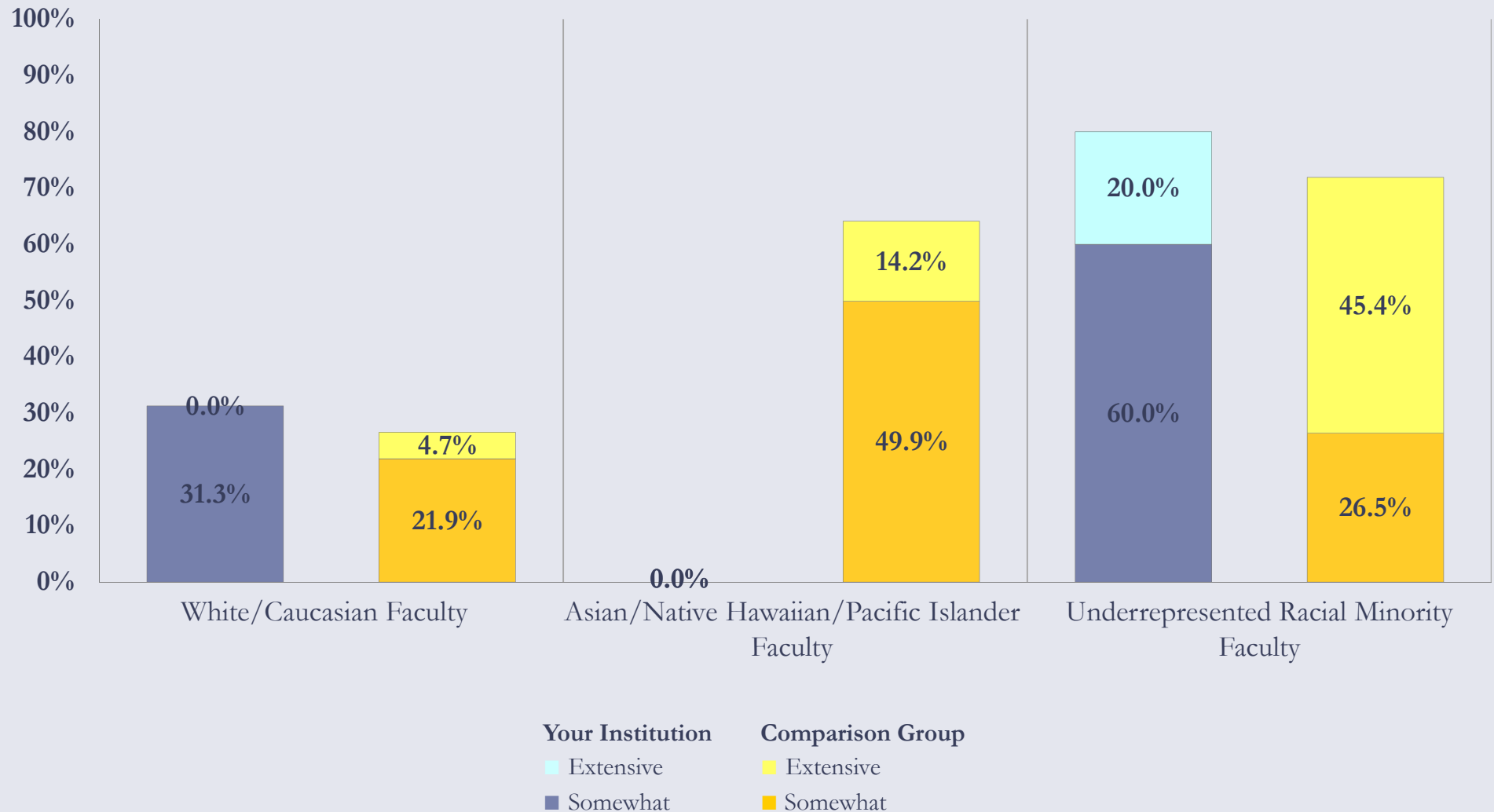
■ Somewhat

Comparison Group

■ Extensive

■ Somewhat

Stress Due to Subtle Discrimination, by Race





Additional Sources of Faculty Stress

“Please indicate the extent to which each of the following has been a source of stress for you during the last two years:”



Your Institution

Extensive

Somewhat

Comparison Group

Extensive

Somewhat

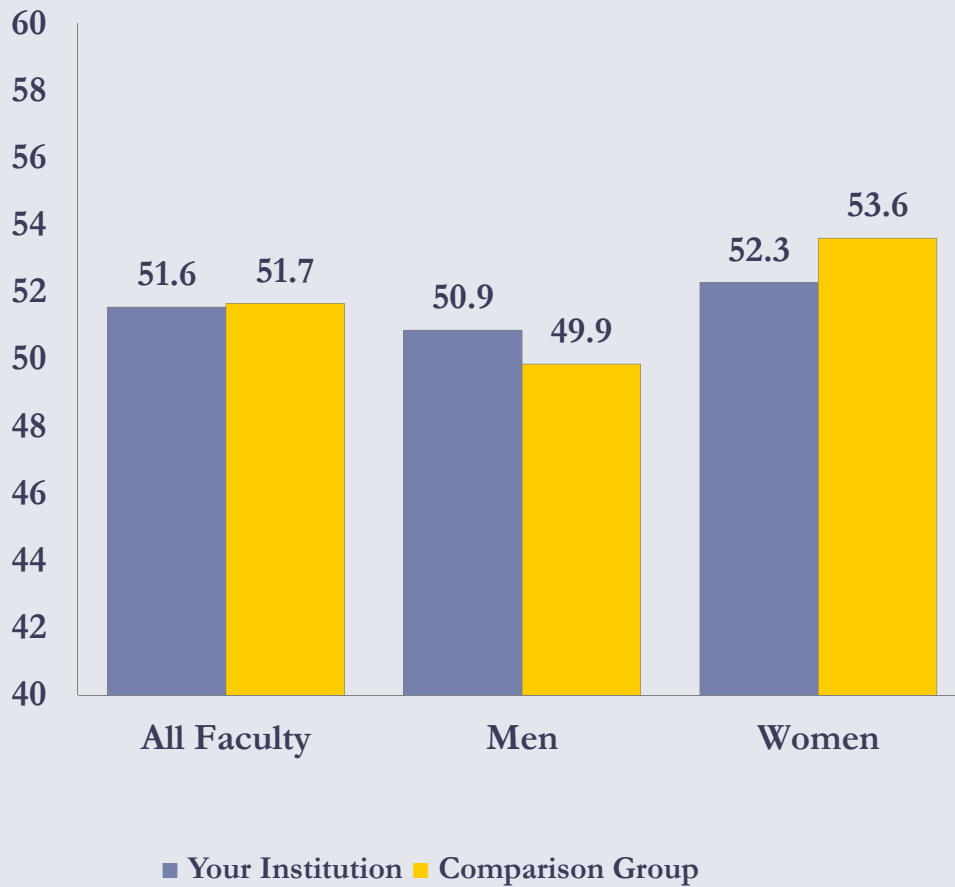


Faculty's Perspectives on Campus Climate



Institutional Priority: Commitment to Diversity

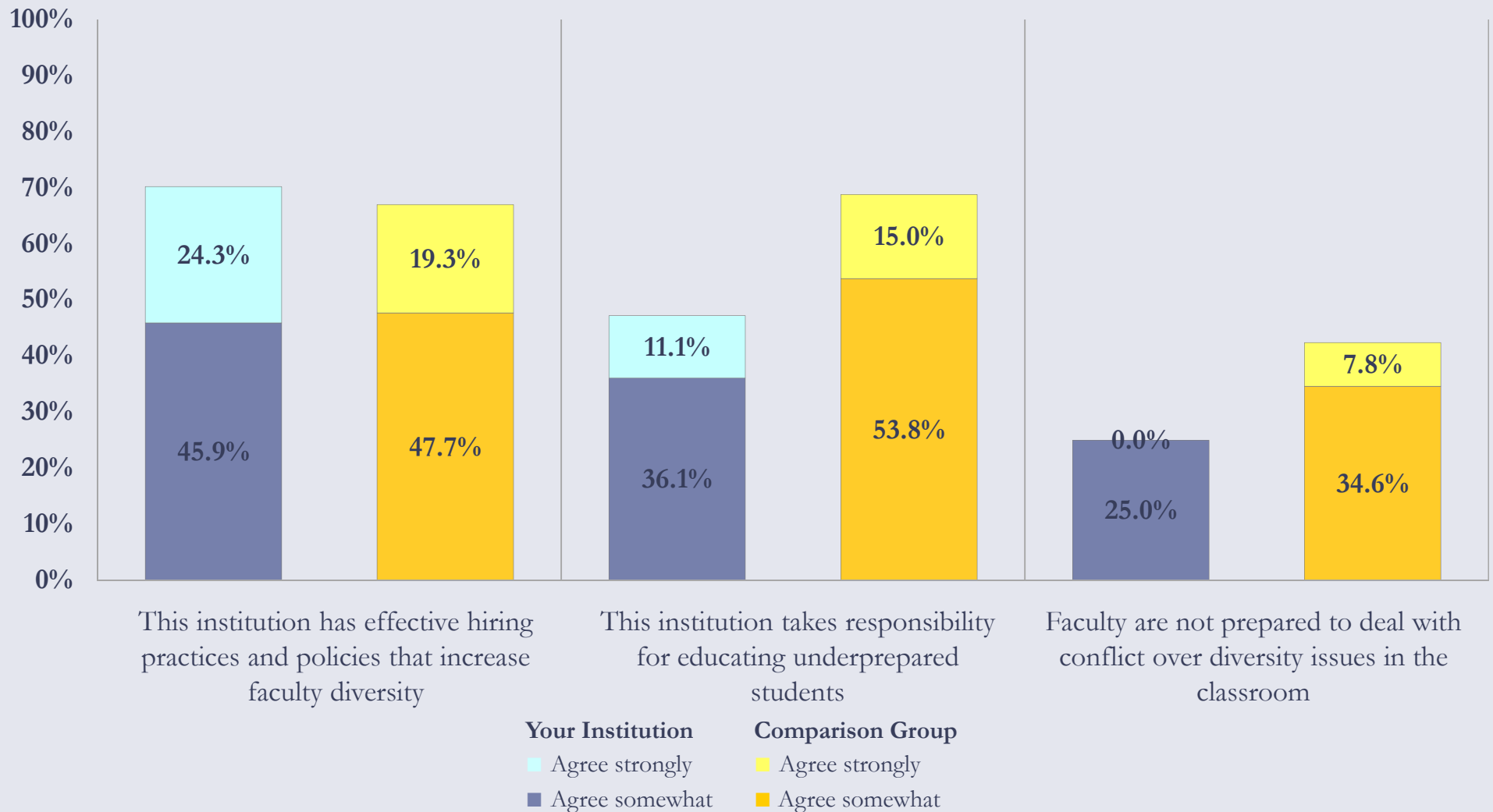
Commitment to Diversity measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.



Construct Items

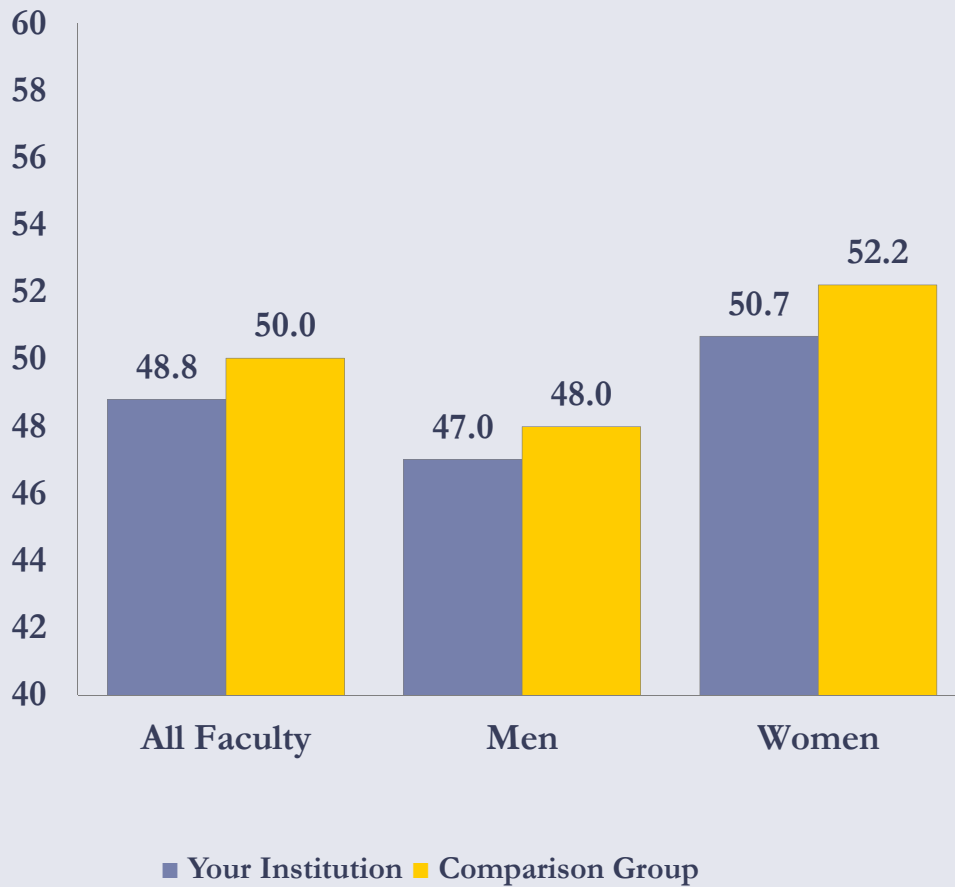
- To recruit more minority students
- To increase the representation of women in the faculty and administration
- To increase the representation of minorities in the faculty and administration

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.

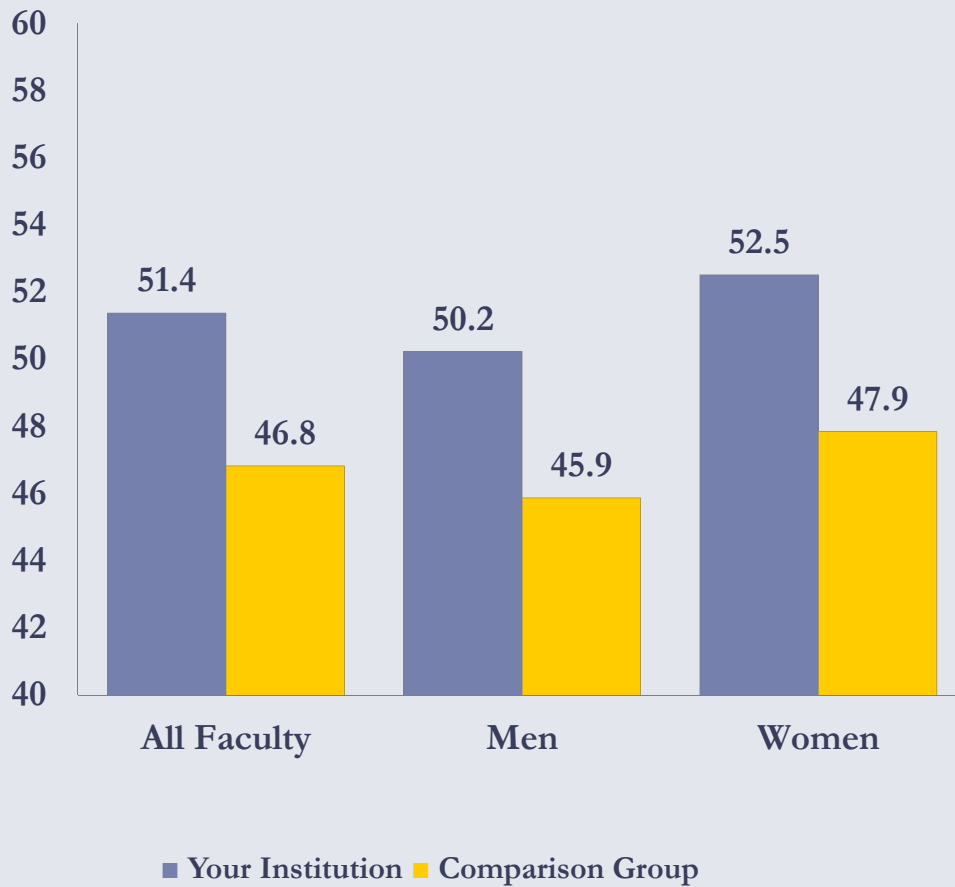


Construct Items

- To facilitate student involvement in community service
- To provide resources for faculty to engage in community-based teaching or research
- To create and sustain partnerships with surrounding communities

Institutional Priority: Increasing Prestige

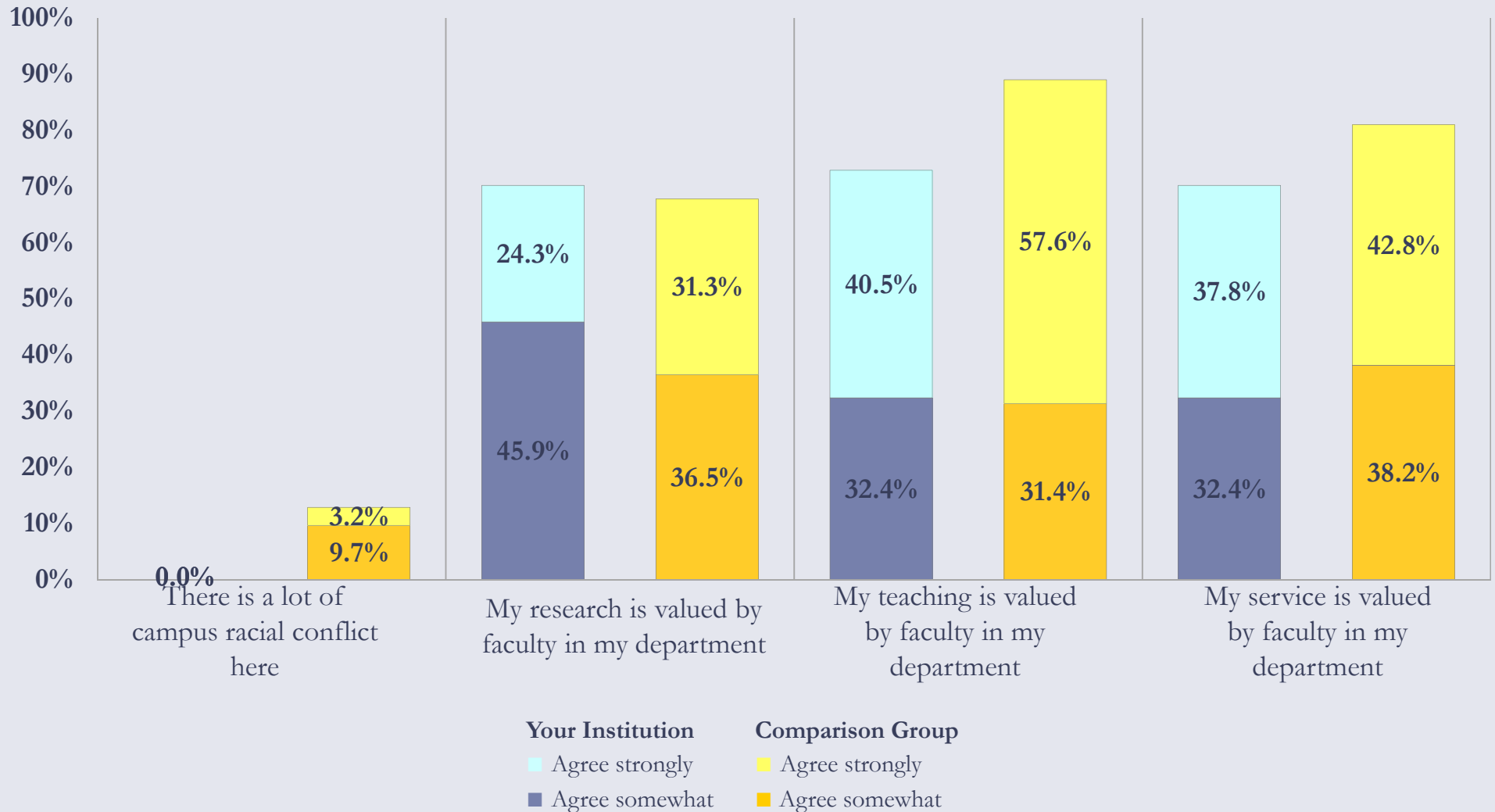
Increasing Prestige measures the extent to which faculty believe their institution is committed to increasing its prestige.



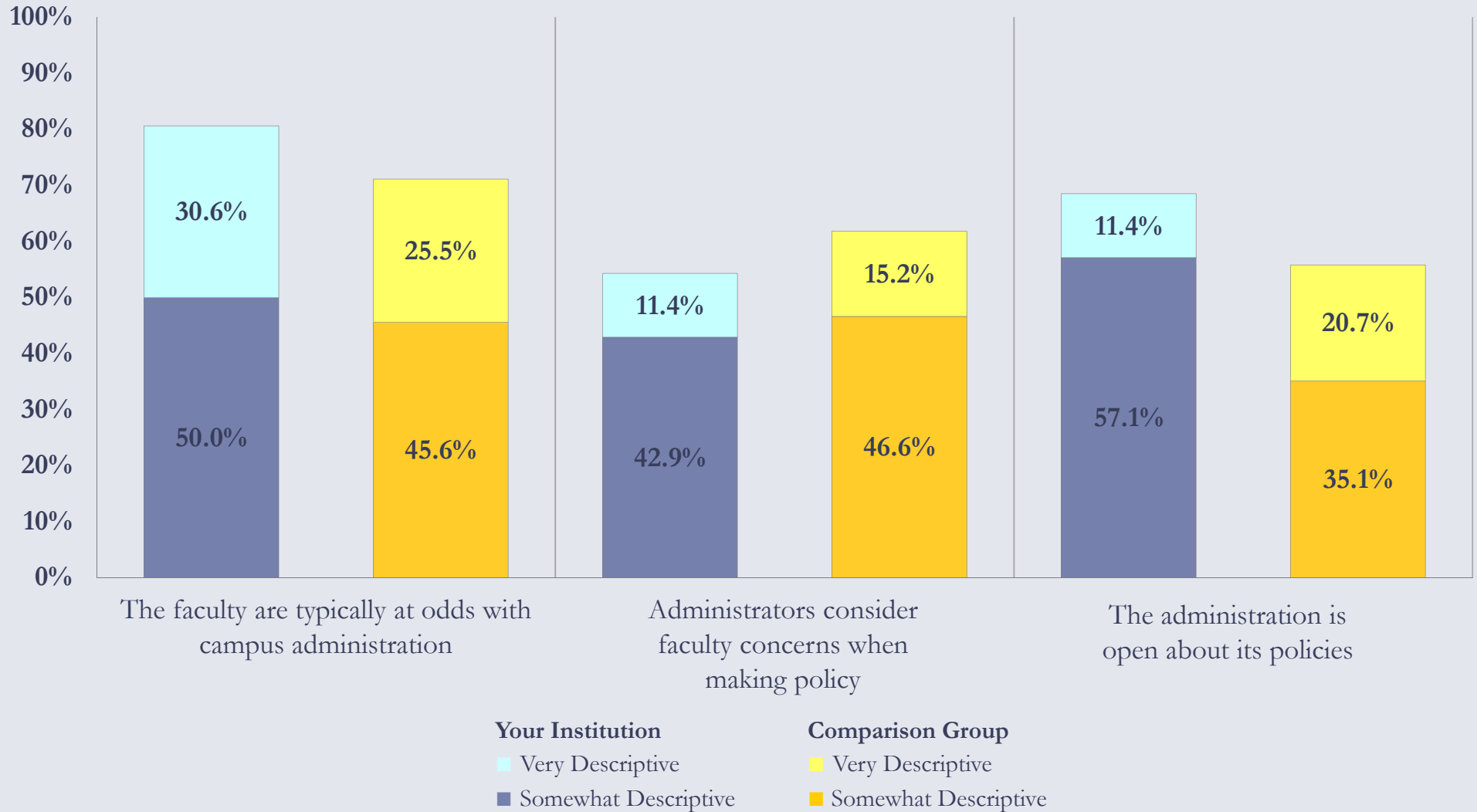
Construct Items

- To increase or maintain institutional prestige
- To hire faculty “stars”
- To enhance the institution’s national image

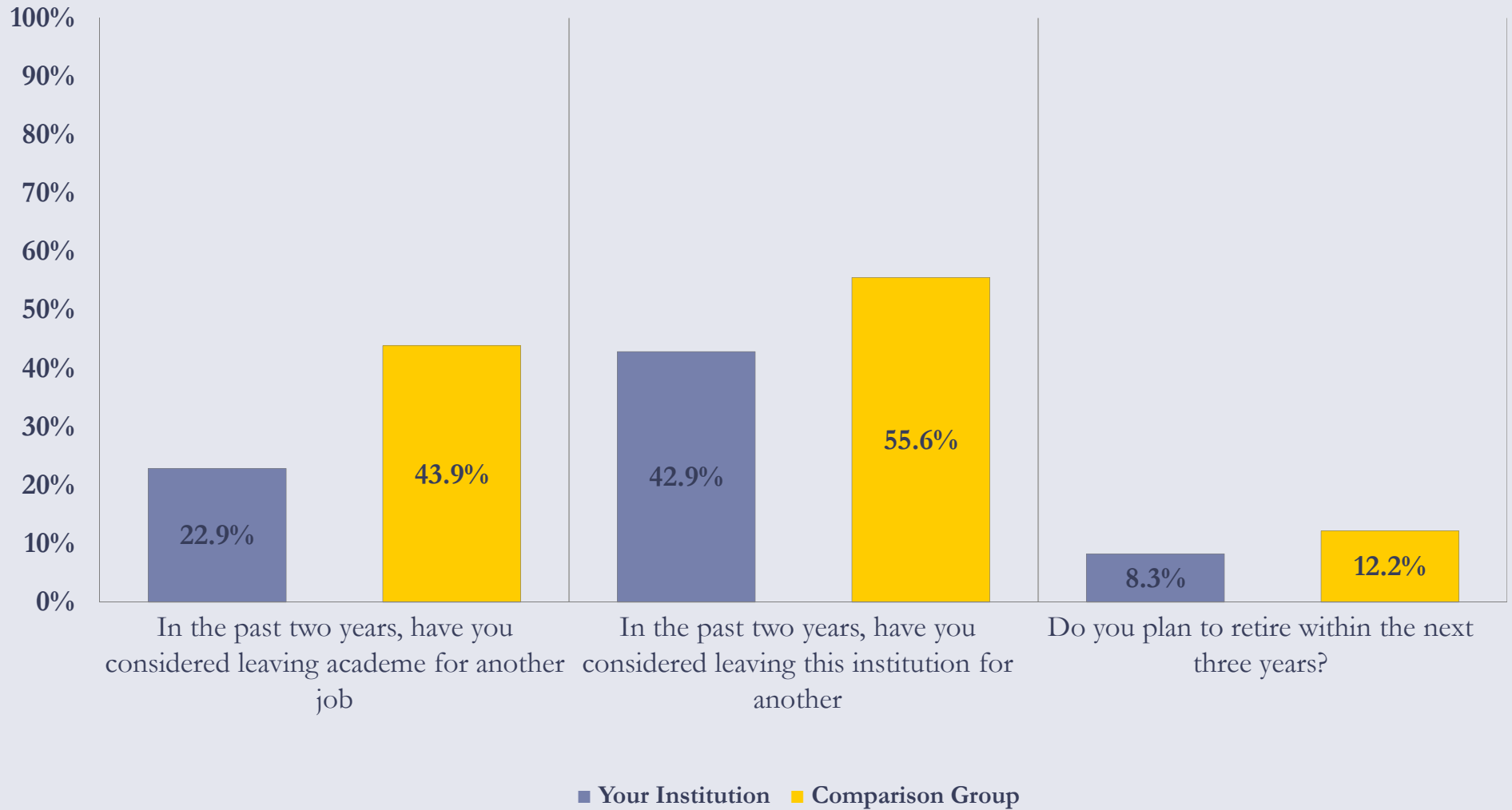
Faculty's Perspectives on Campus and Departmental Climate



Faculty Perspectives on Shared Governance



Institutional Commitment





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

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