

IOWA STATE UNIVERSITY

Executive Vice President and Provost

Highlights of Results of AAUDE Faculty Satisfaction Survey

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Executive Vice President and Provost

Iowa State University

Faculty Senate

November 4, 2008

AAUDE Faculty Satisfaction Survey

| Response Category | Population | Respondents ¹ | 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% |
| Non-Tenure Eligible | 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% |

¹ Respondent totals in some categories do not total 890 due to non-response or inability to match faculty demographics to faculty response

AAUDE Faculty Satisfaction Survey

Topics from the AAUDE survey:

Overall Satisfaction

Faculty Resources

Work Environment

Sources of Stress

Mentoring

Tenure & Promotion

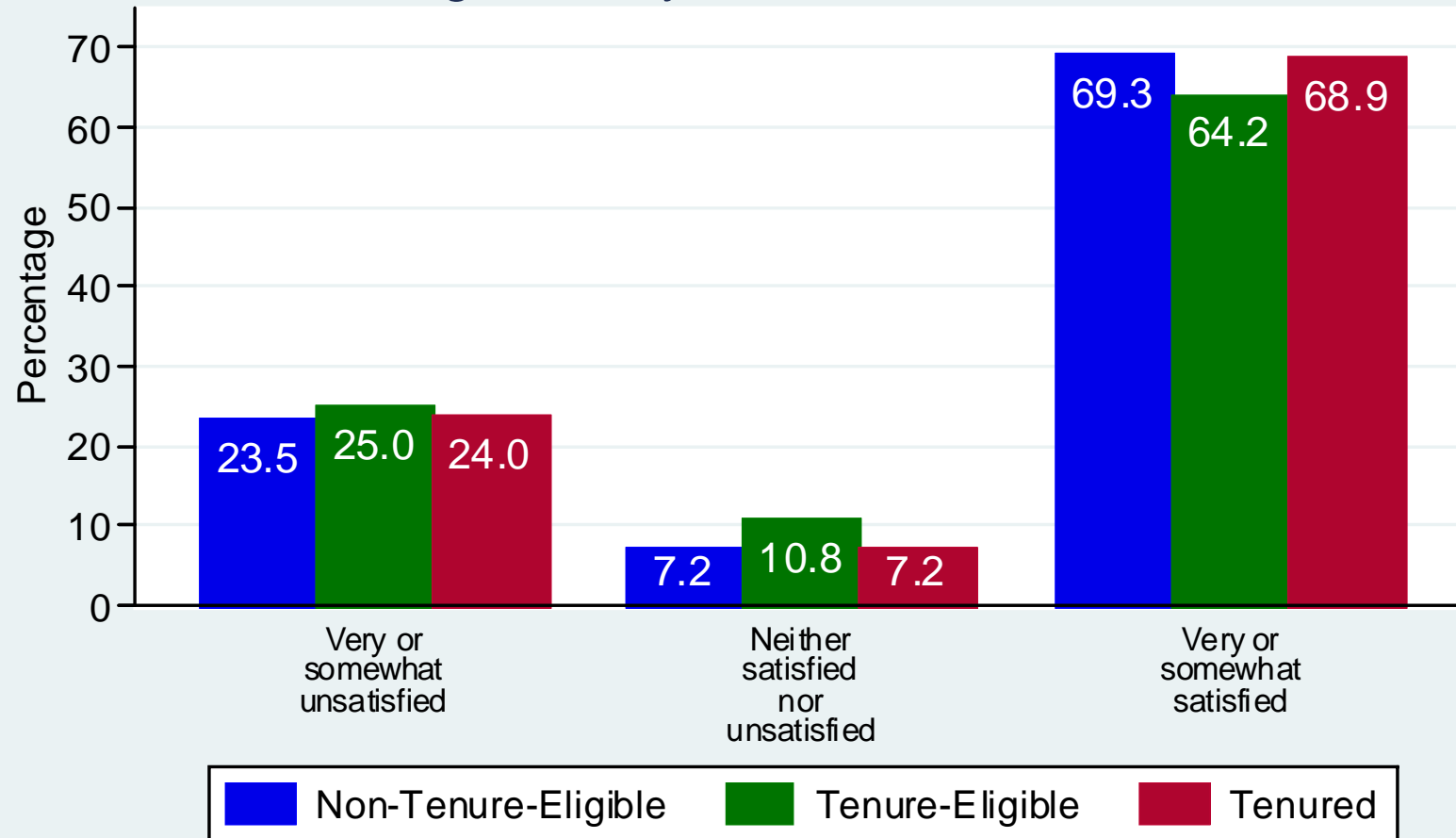
Promotion & Advancement

Hiring & Retention

ISU Flexible Tenure Policies

Care of Others

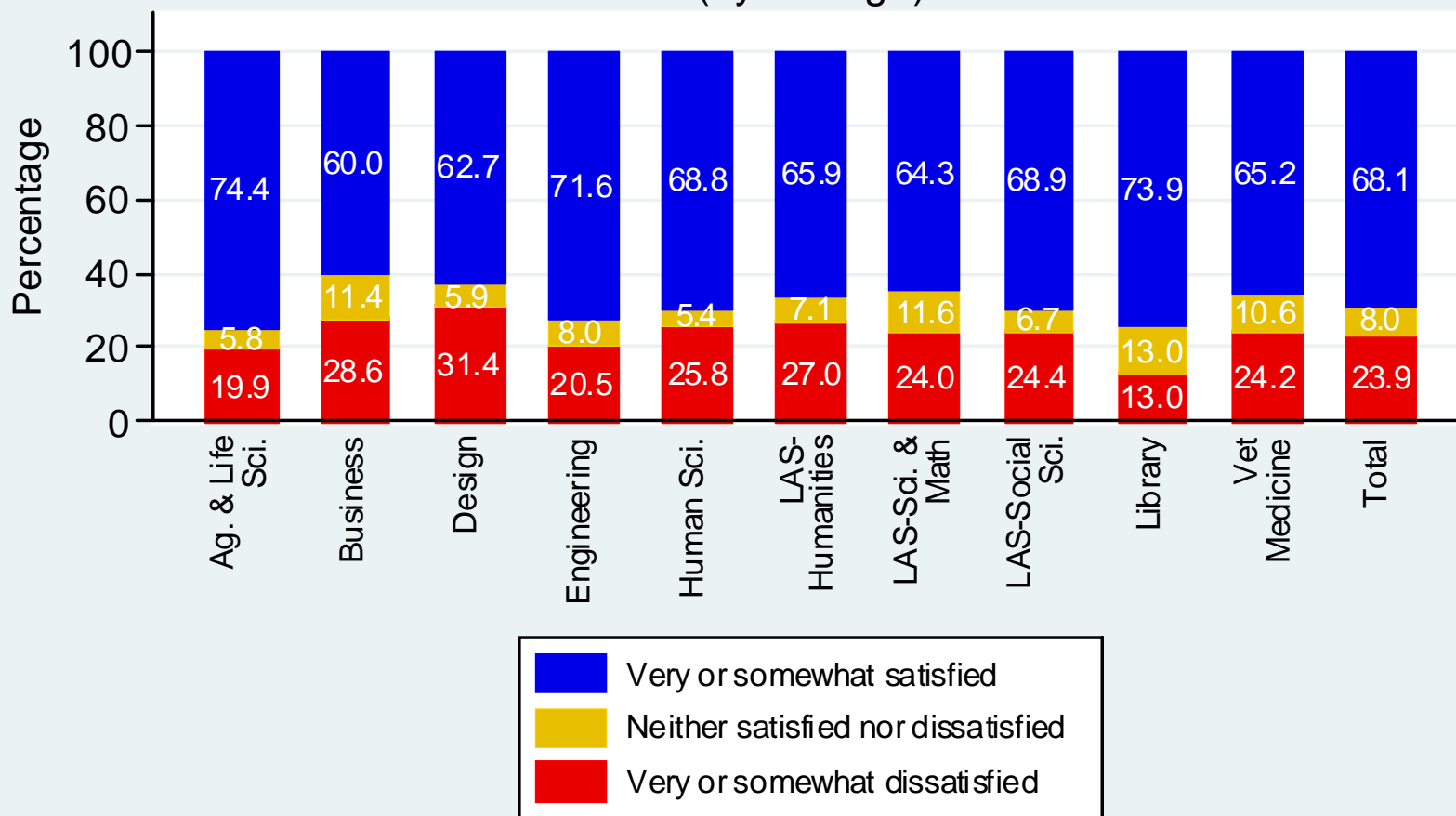
Overall, how satisfied are you being a faculty member at Iowa State?



Source: ISU AAUDE Faculty Satisfaction Survey 2008

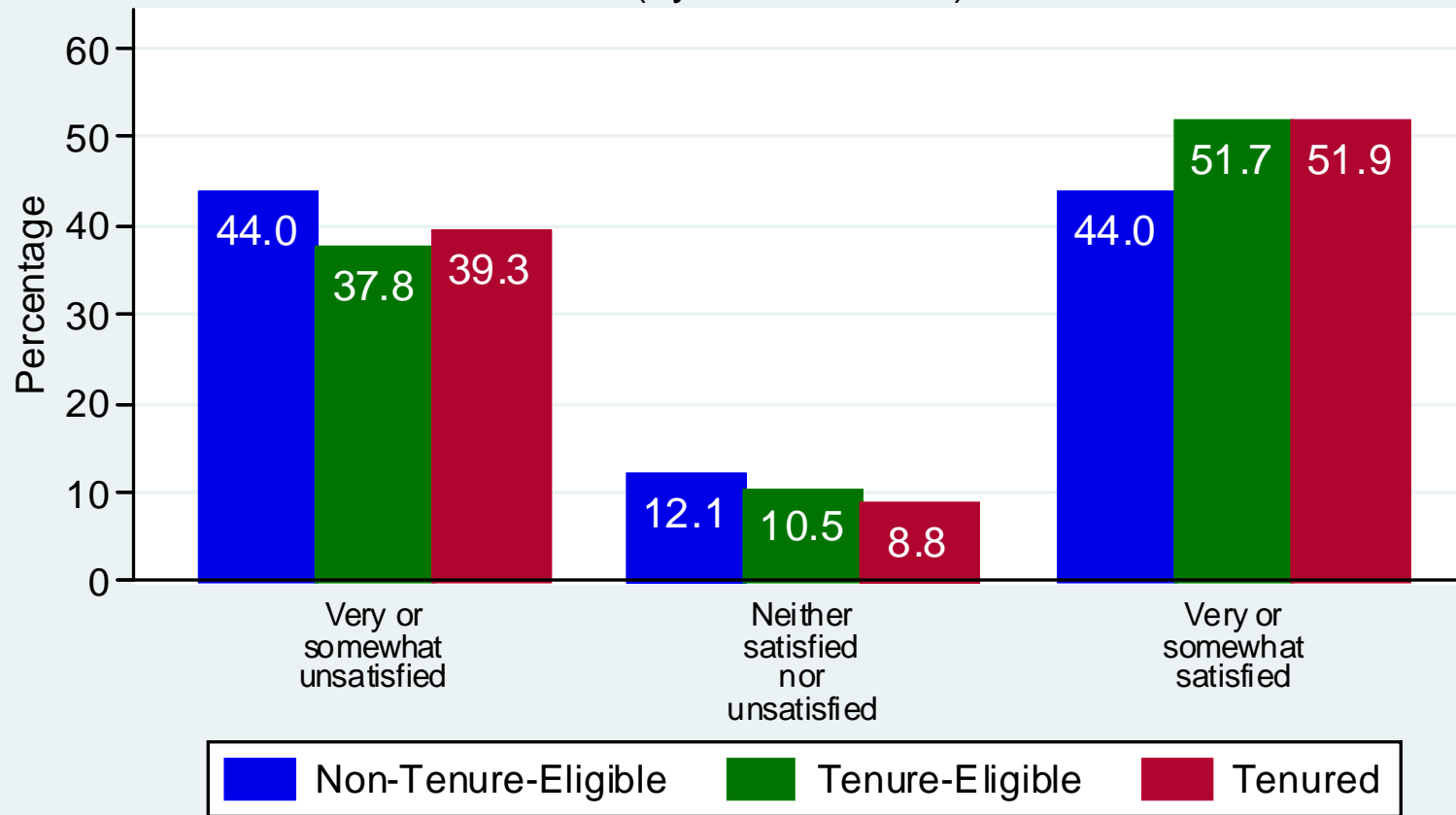
Overall, how satisfied are you being a faculty member at Iowa State?

(by College)



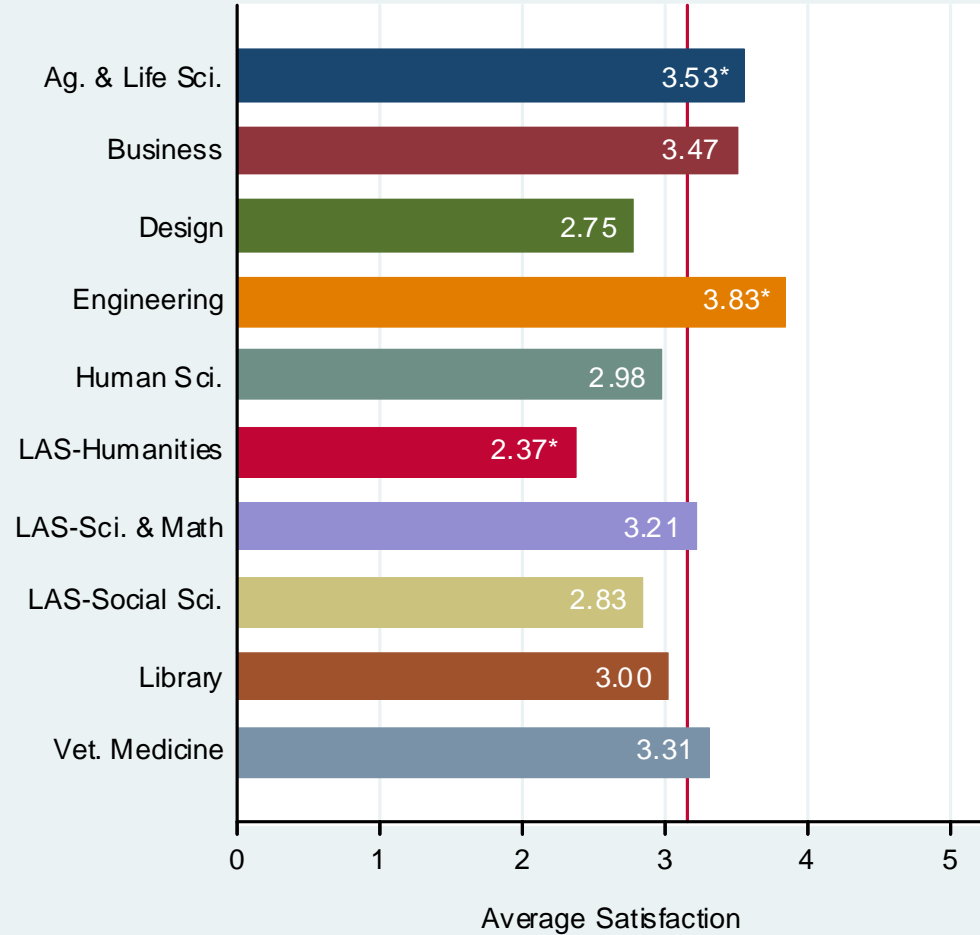
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Salary, specify the degree to which you are satisfied (by tenure status)



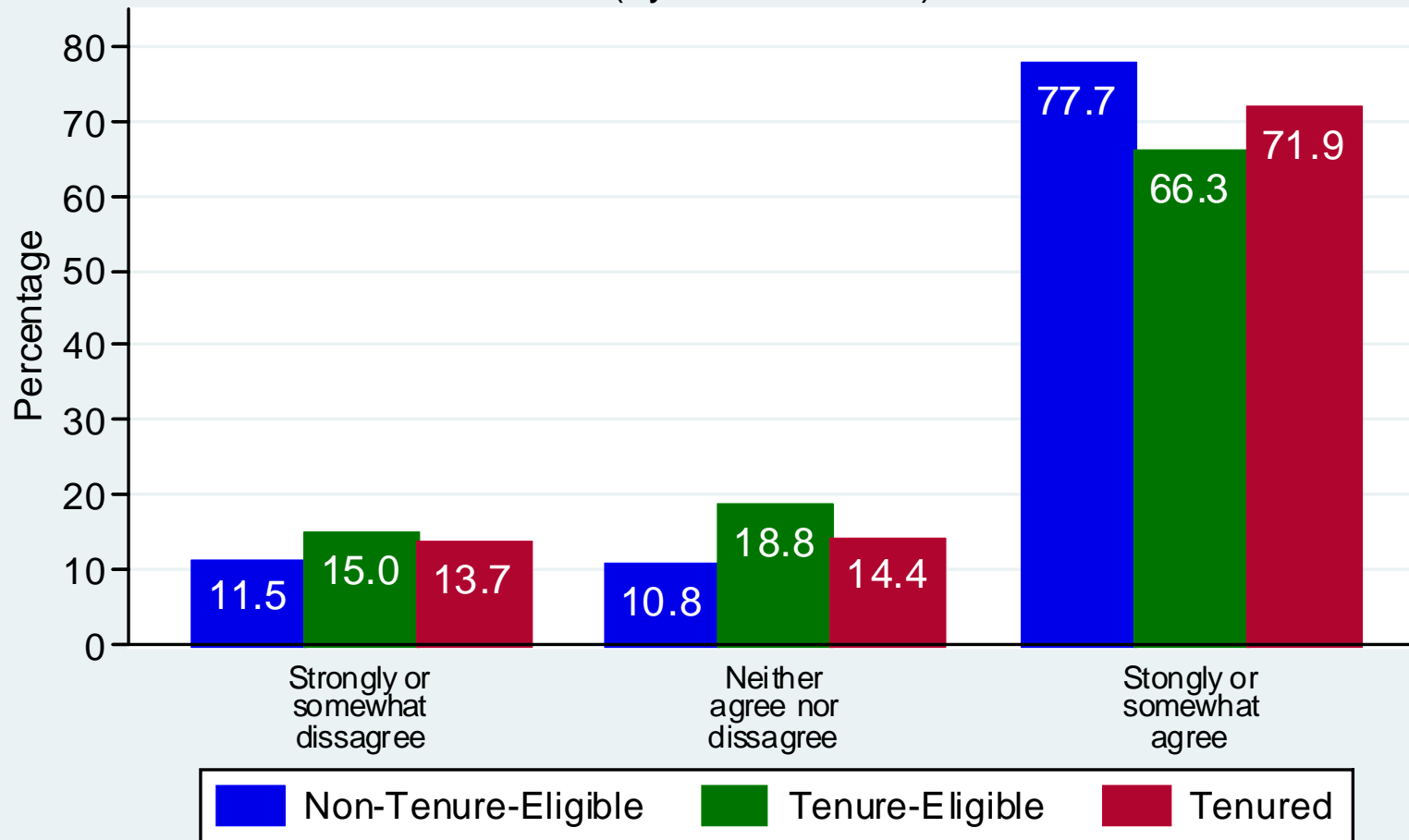
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Salary,
specify the degree to which you are satisfied



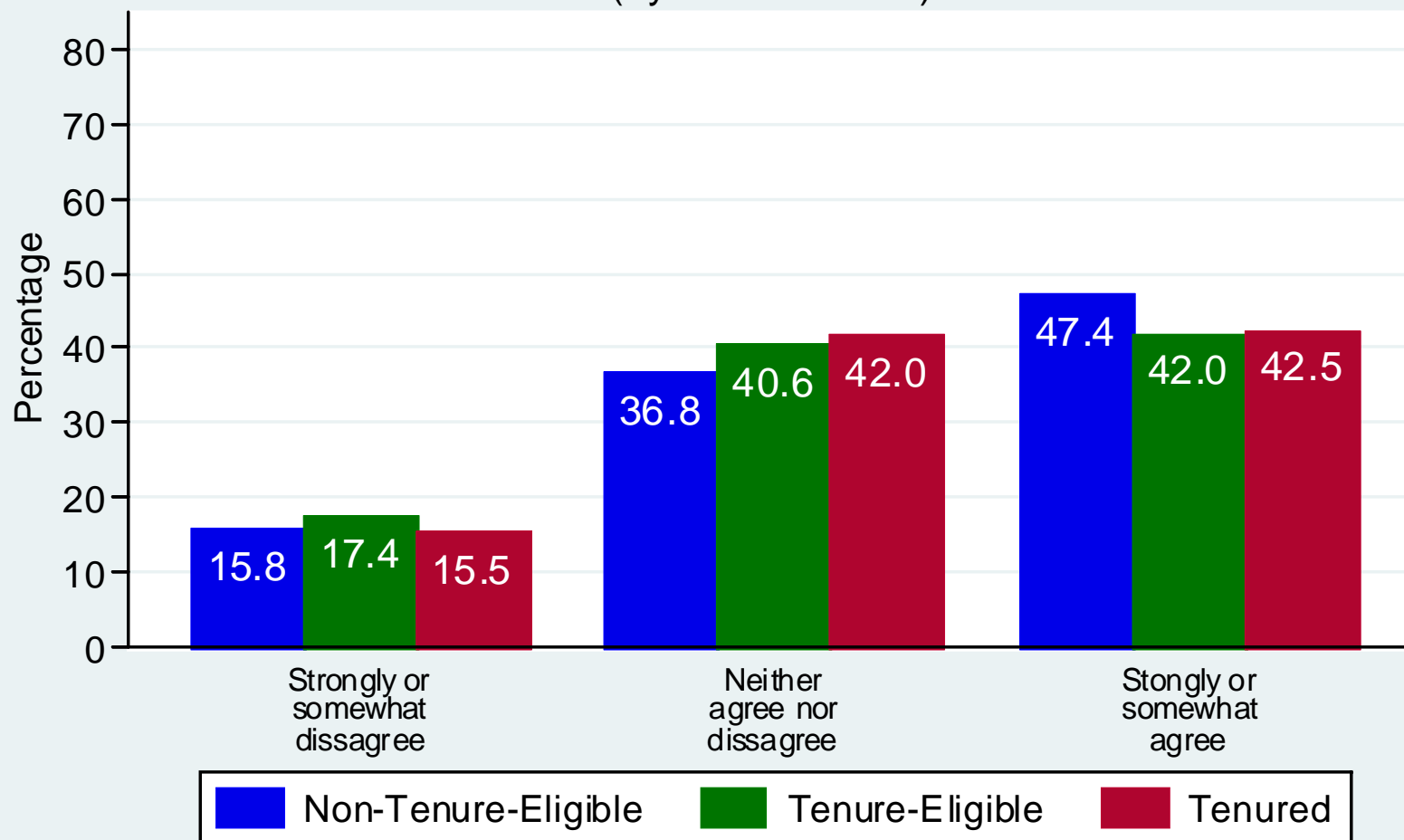
Scale: 1 = Very dissatisfied, 5 = Very satisfied
Red line = mean response for all faculty
Source: ISU AAUDE Faculty Satisfaction Survey 2008

My colleagues value my teaching (by tenure status)



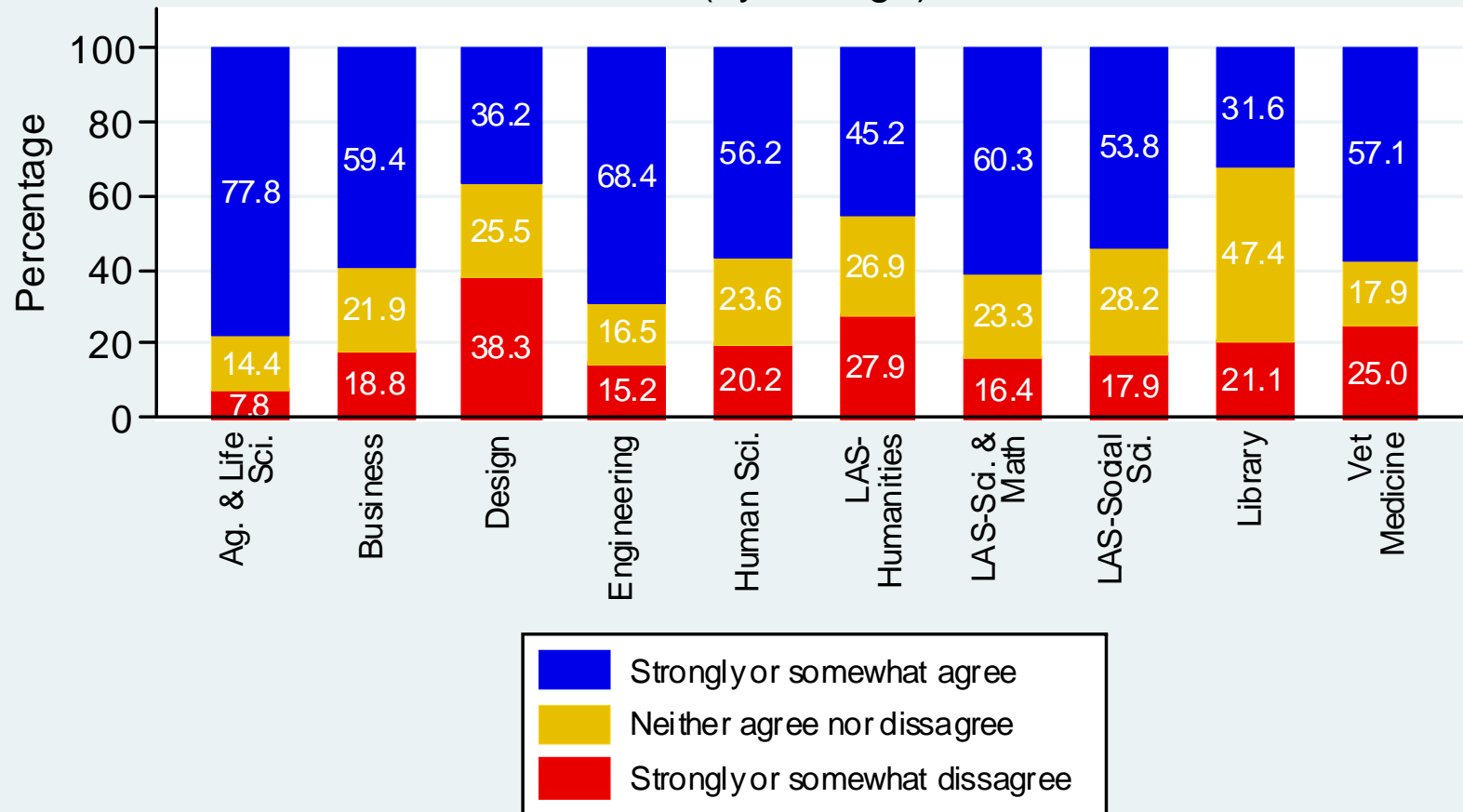
Source: ISU AAUDE Faculty Satisfaction Survey 2008

My colleagues value my research (by tenure status)



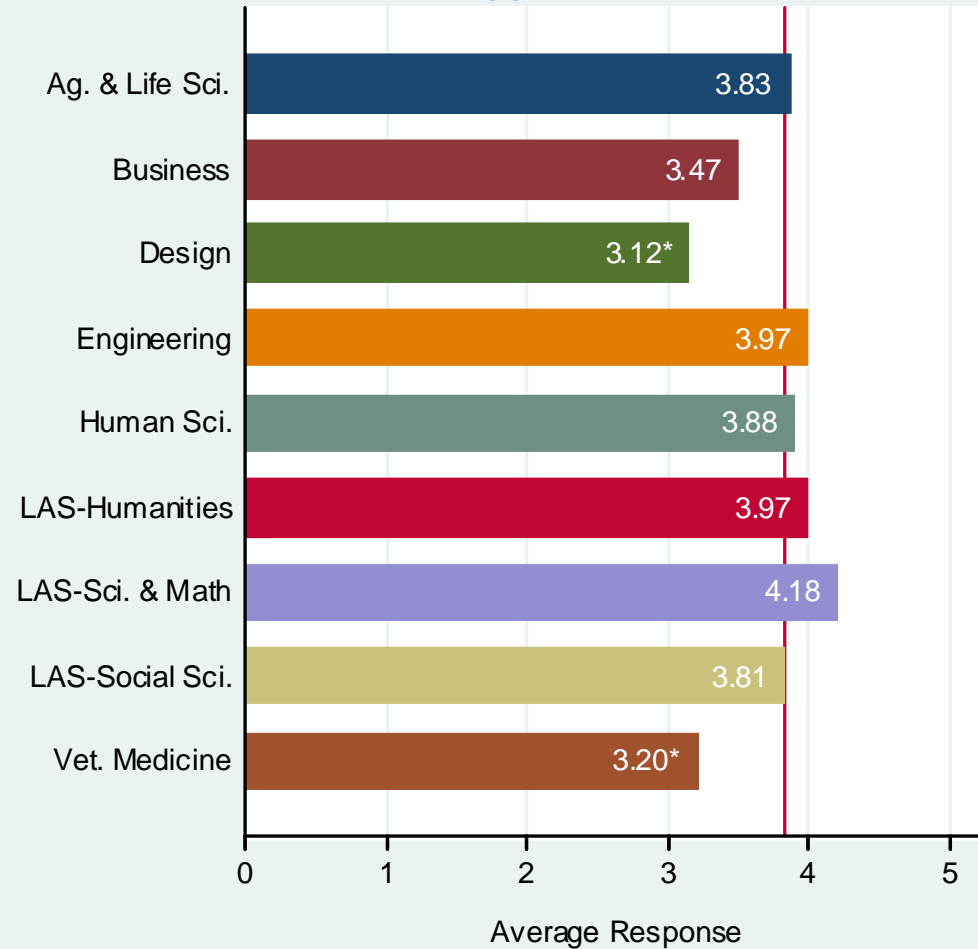
Source: ISU AAUDE Faculty Satisfaction Survey 2008

I am satisfied with opportunities to collaborate with faculty in other units at ISU (by College)



Source: ISU AAUDE Faculty Satisfaction Survey 2008

My chair creates a collegial and supportive environment

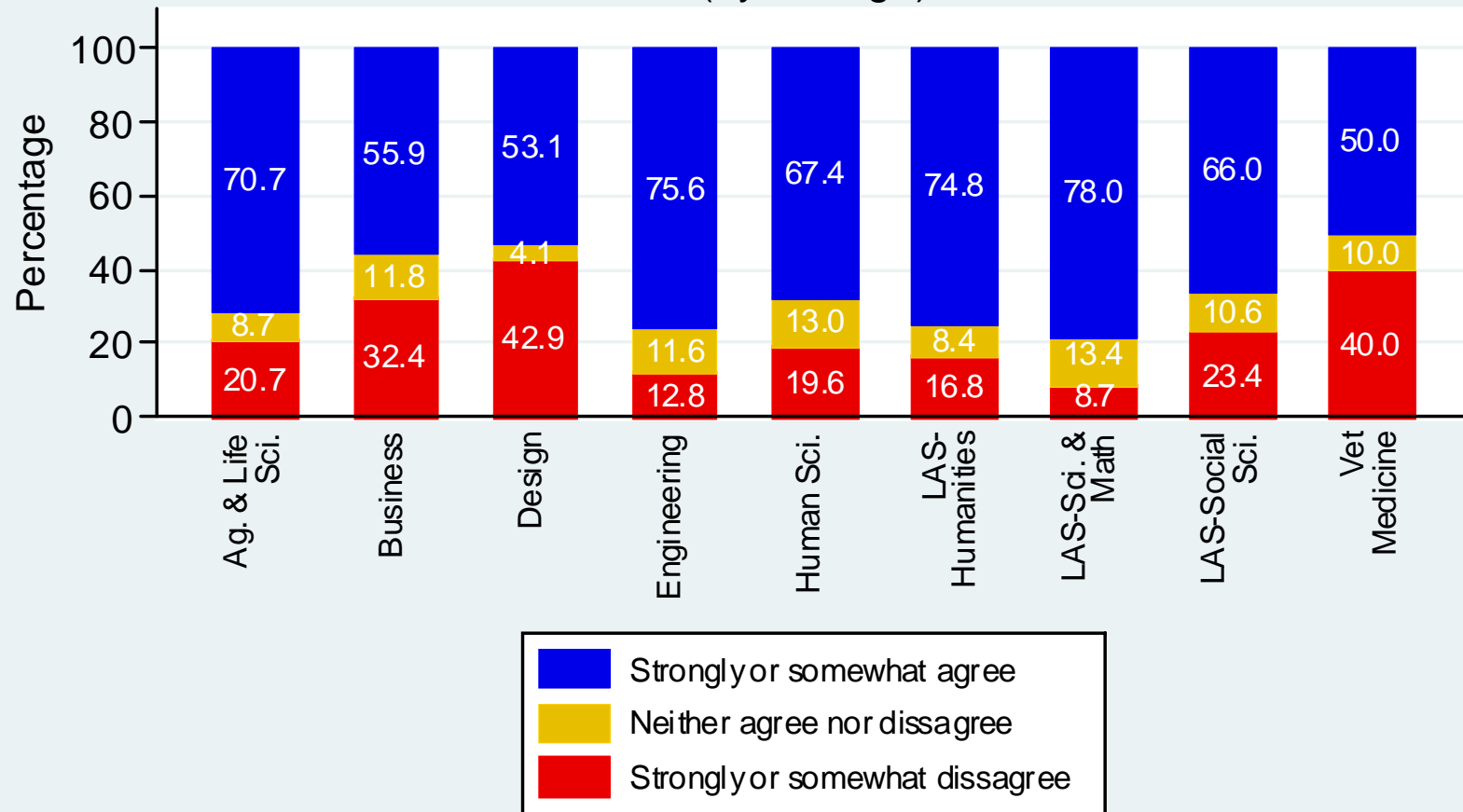


Scale: 1 = Strongly disagree, 5 = Strongly agree

Red line = mean response for all faculty

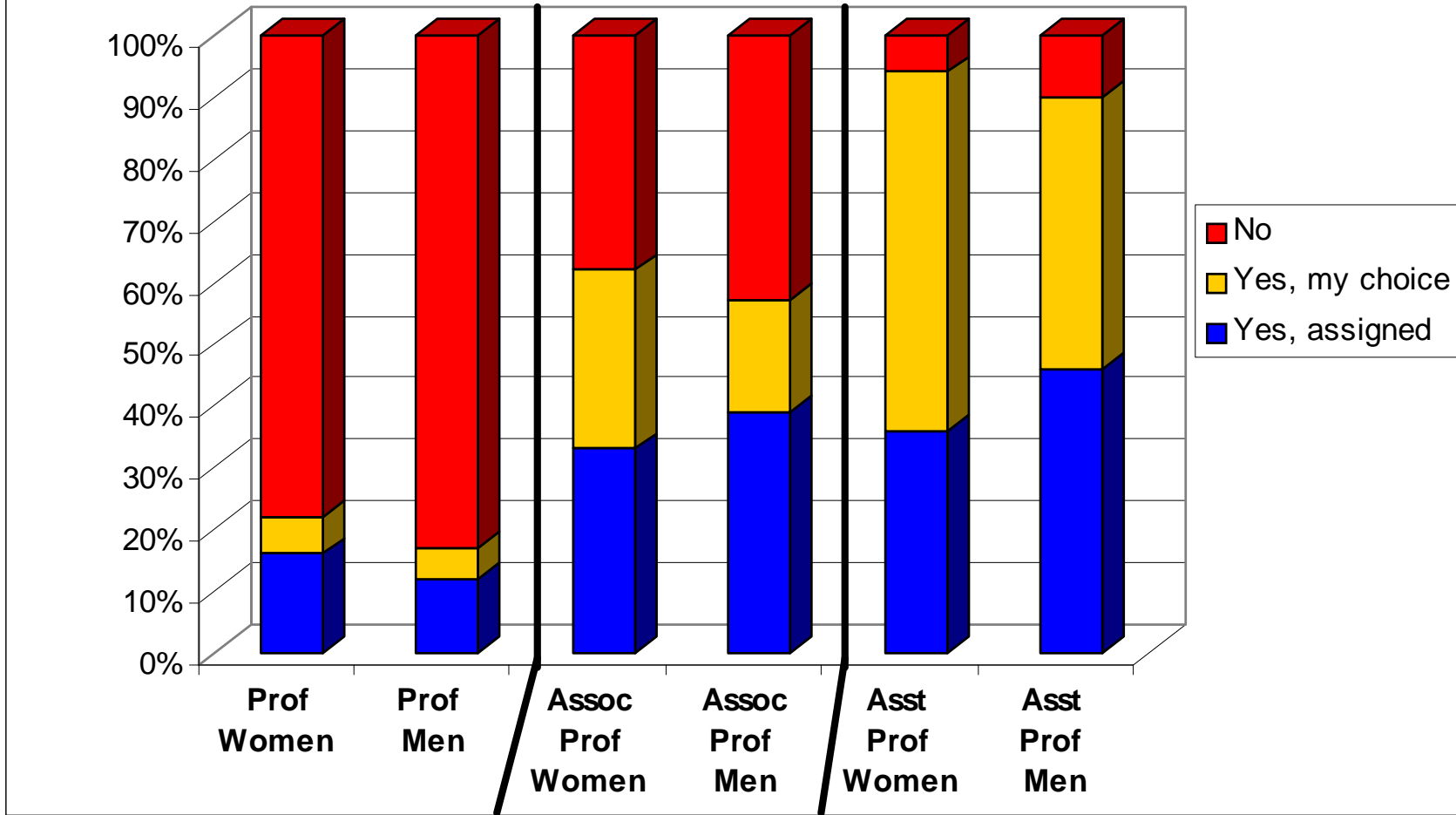
Source: ISU AAUDE Faculty Satisfaction Survey 2008

My chair creates a collegial and supportive environment (by College)



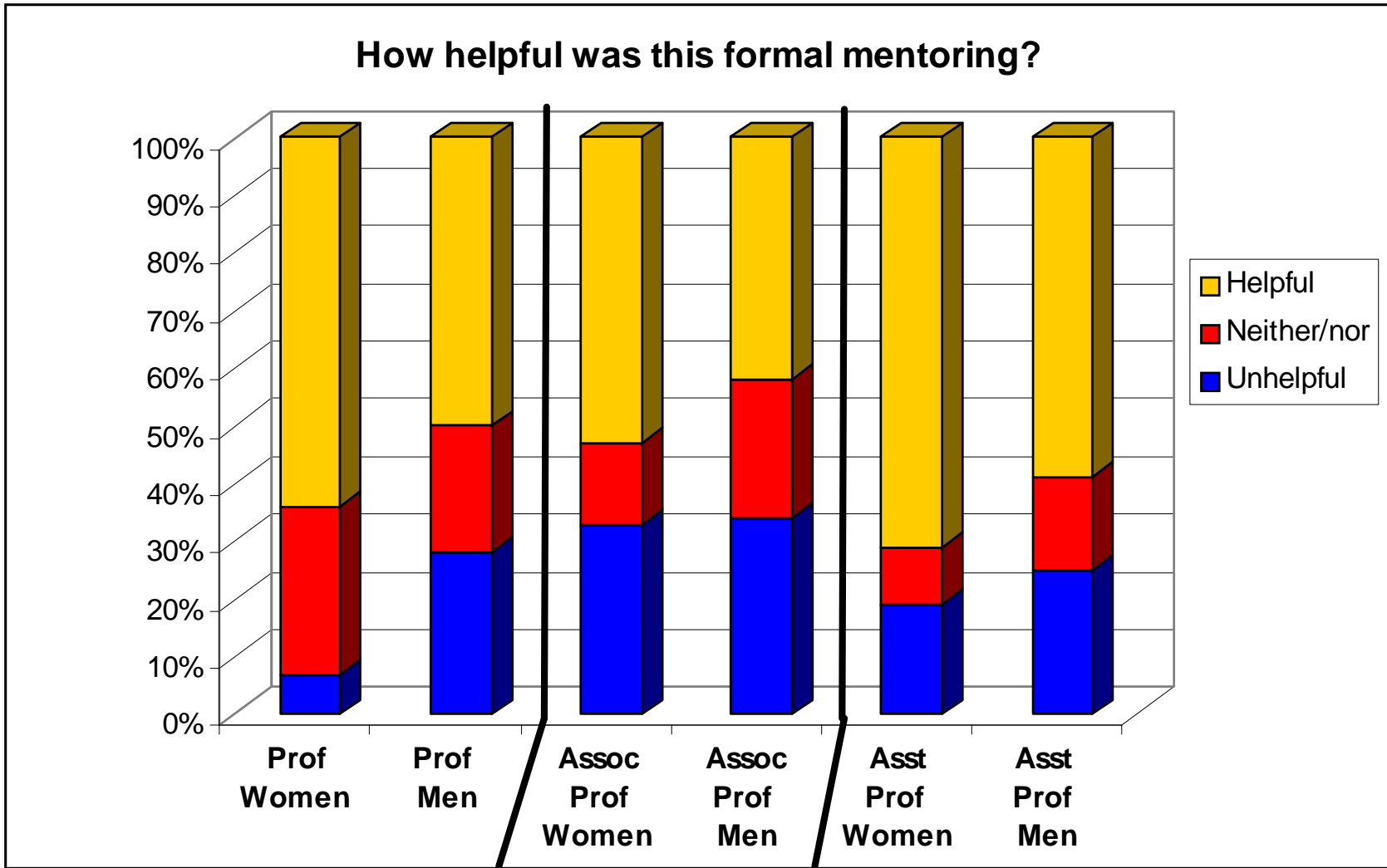
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Have you had a formal mentor within your department?



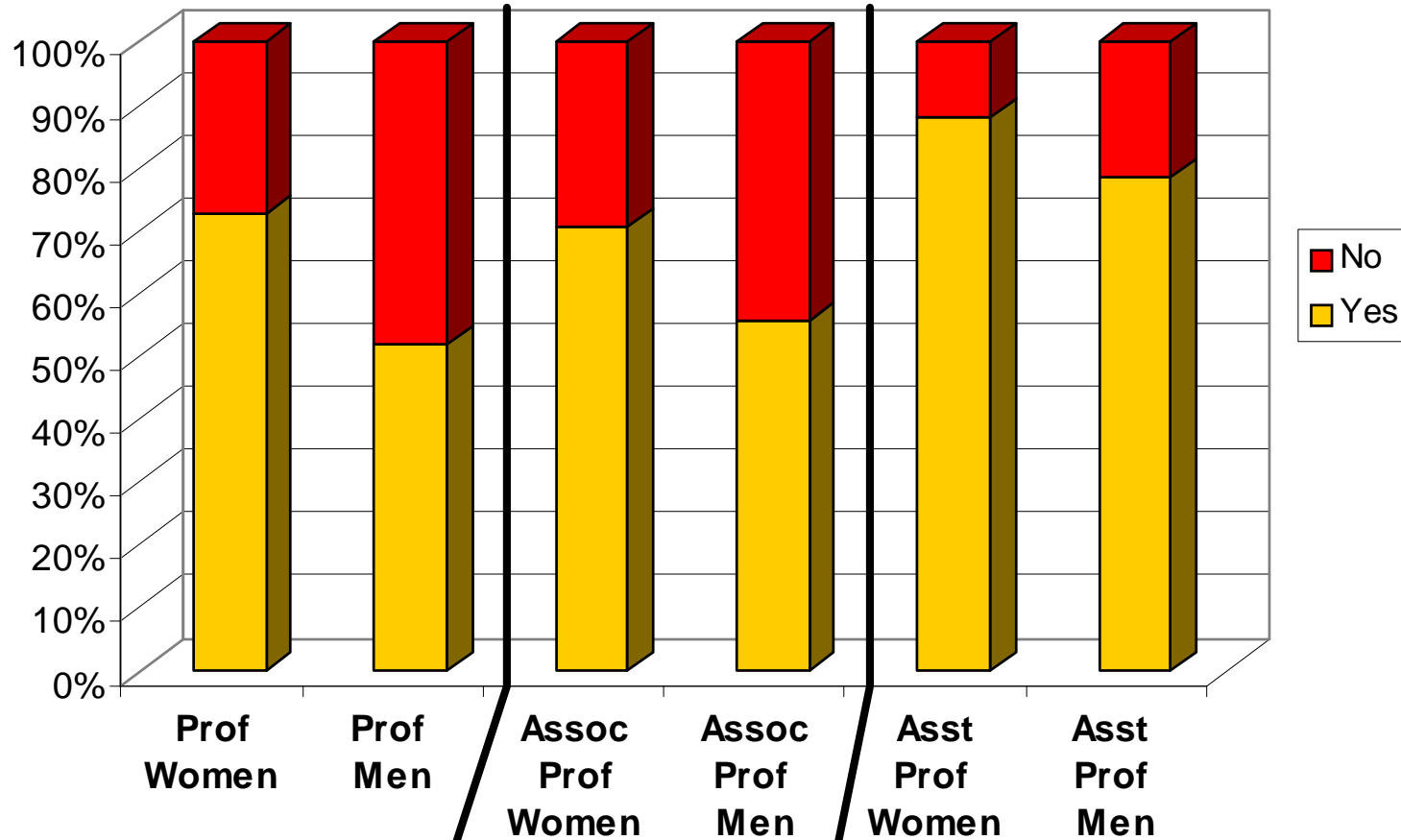
Source: ISU AAUDE Faculty Satisfaction Survey 2008

How helpful was this formal mentoring?



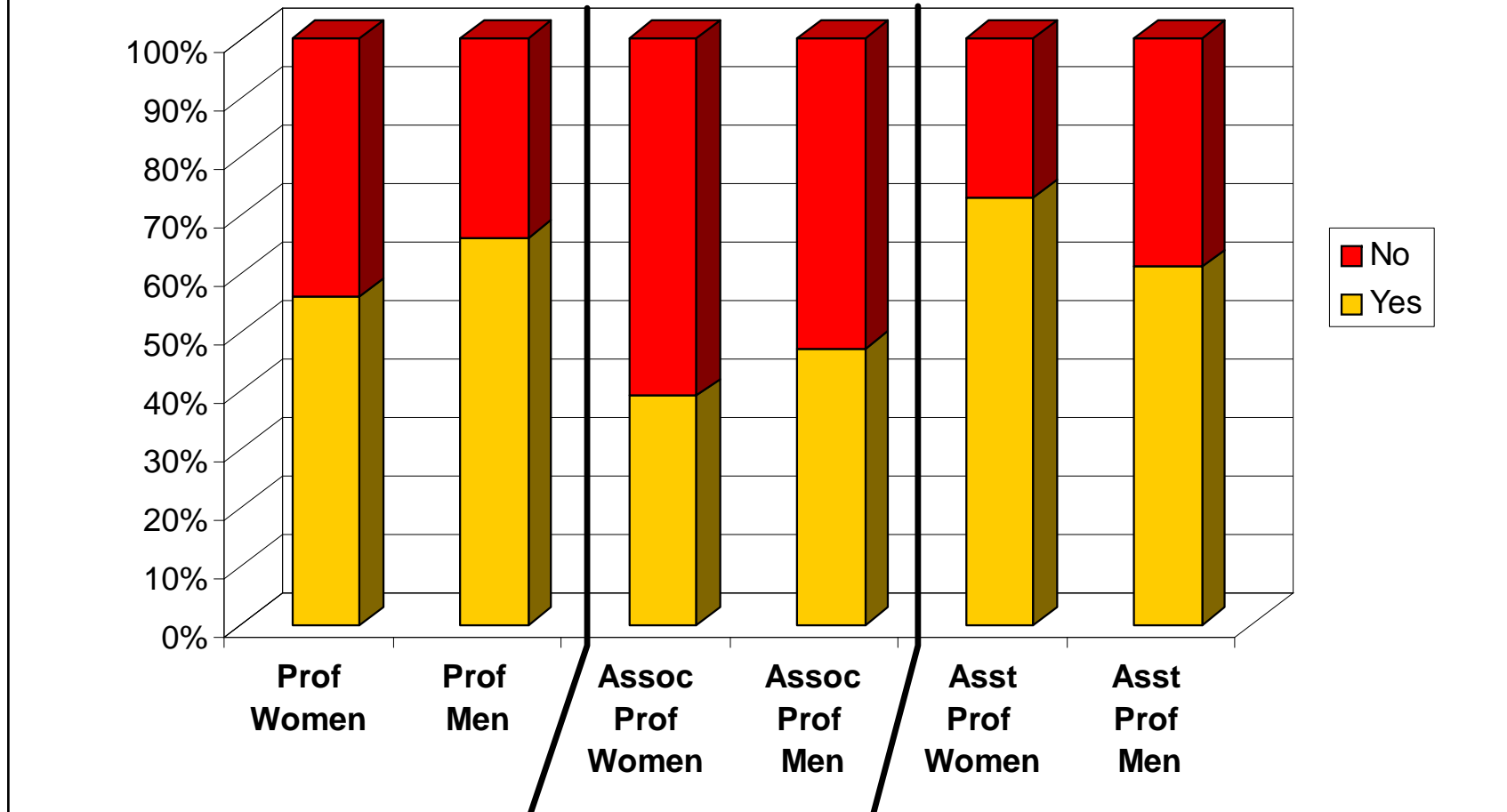
Source: ISU AAUDE Faculty Satisfaction Survey 2008

While at ISU, have you had an informal mentor?



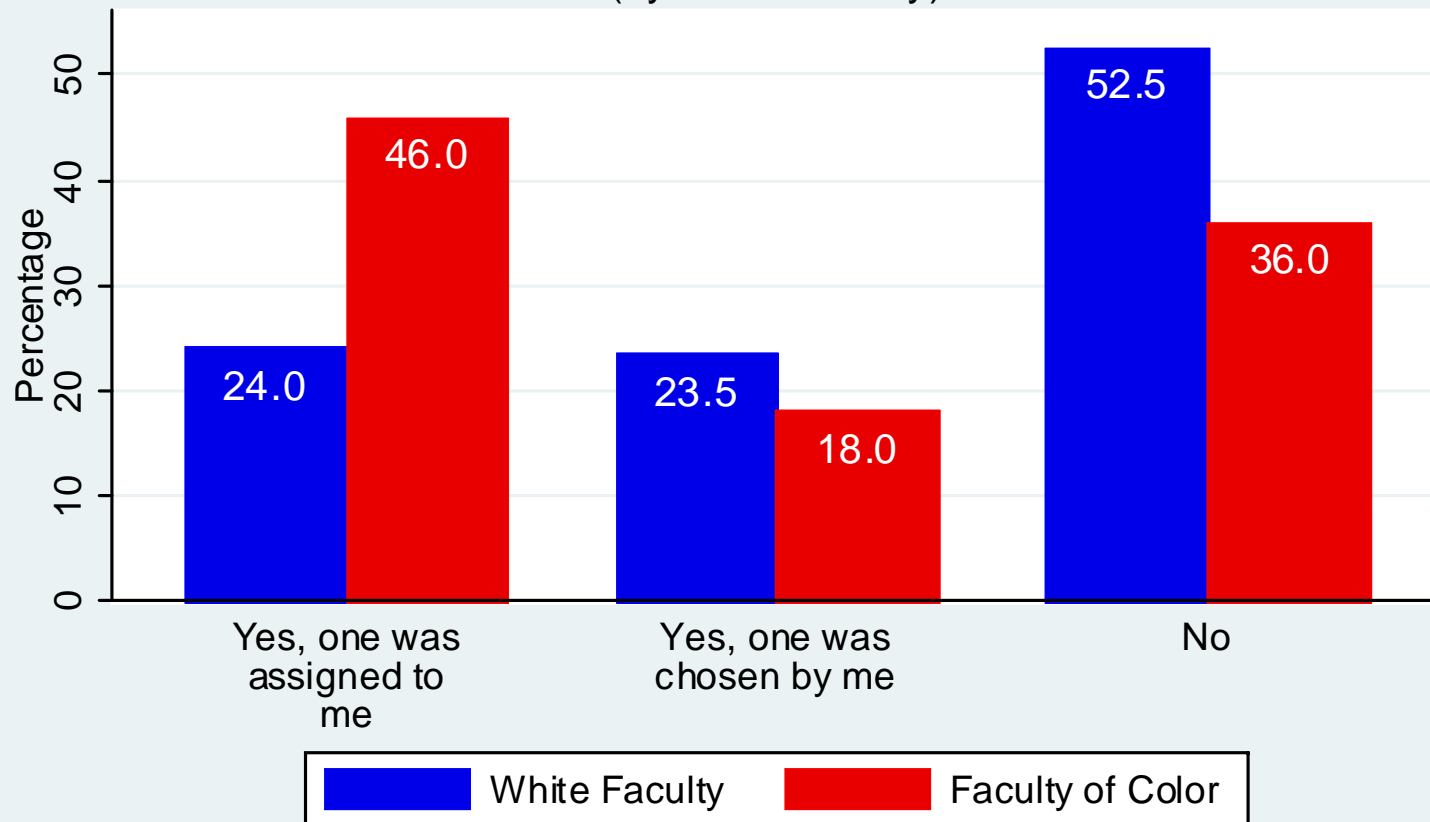
Source: ISU AAUDE Faculty Satisfaction Survey 2008

While at ISU, have you received adequate mentoring?



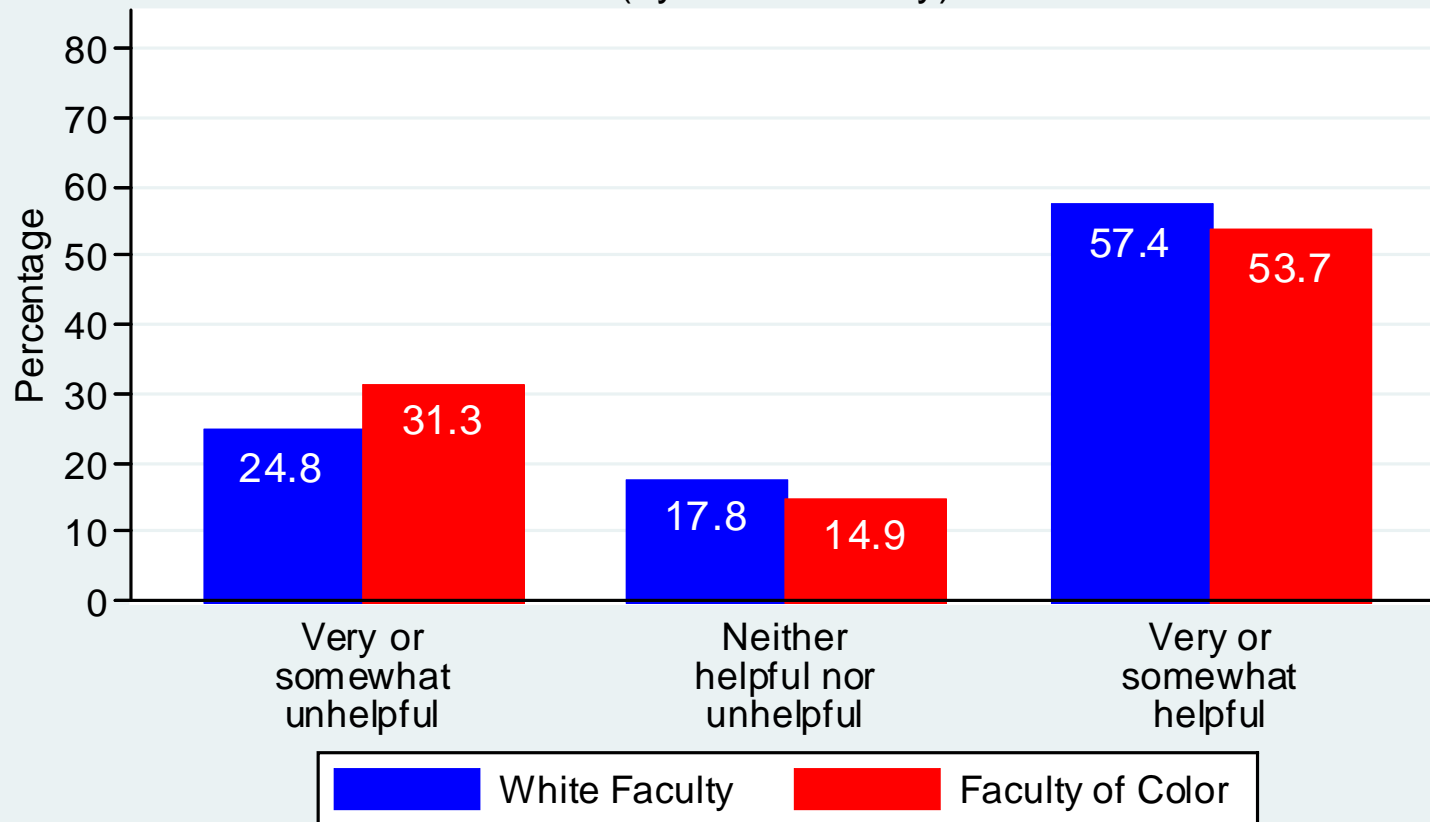
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Have you had a formal mentor within your department? (by race/ethnicity)



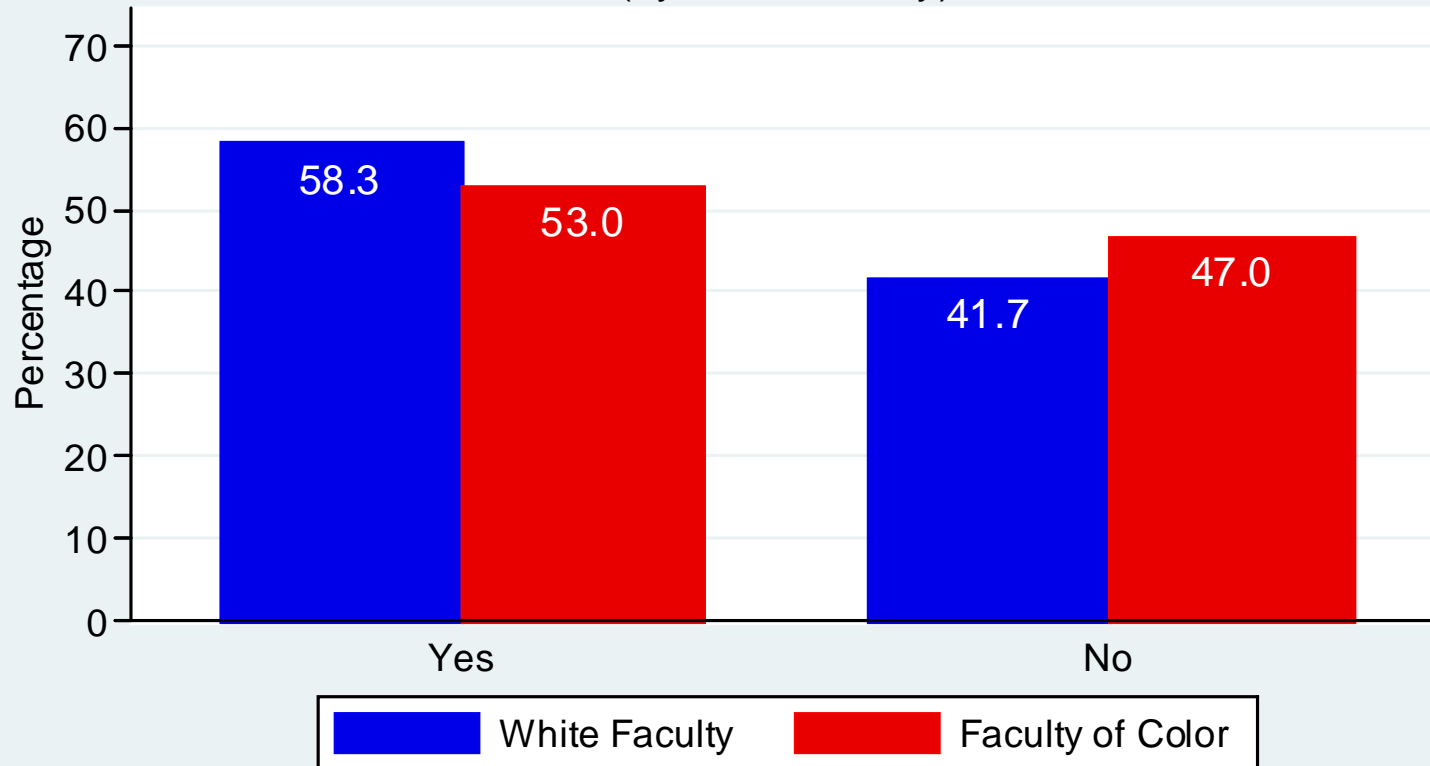
Responses for tenured and tenure-eligible faculty only
Source: ISU AAUDE Faculty Satisfaction Survey 2008

How helpful have you found this formal mentoring? (by race/ethnicity)



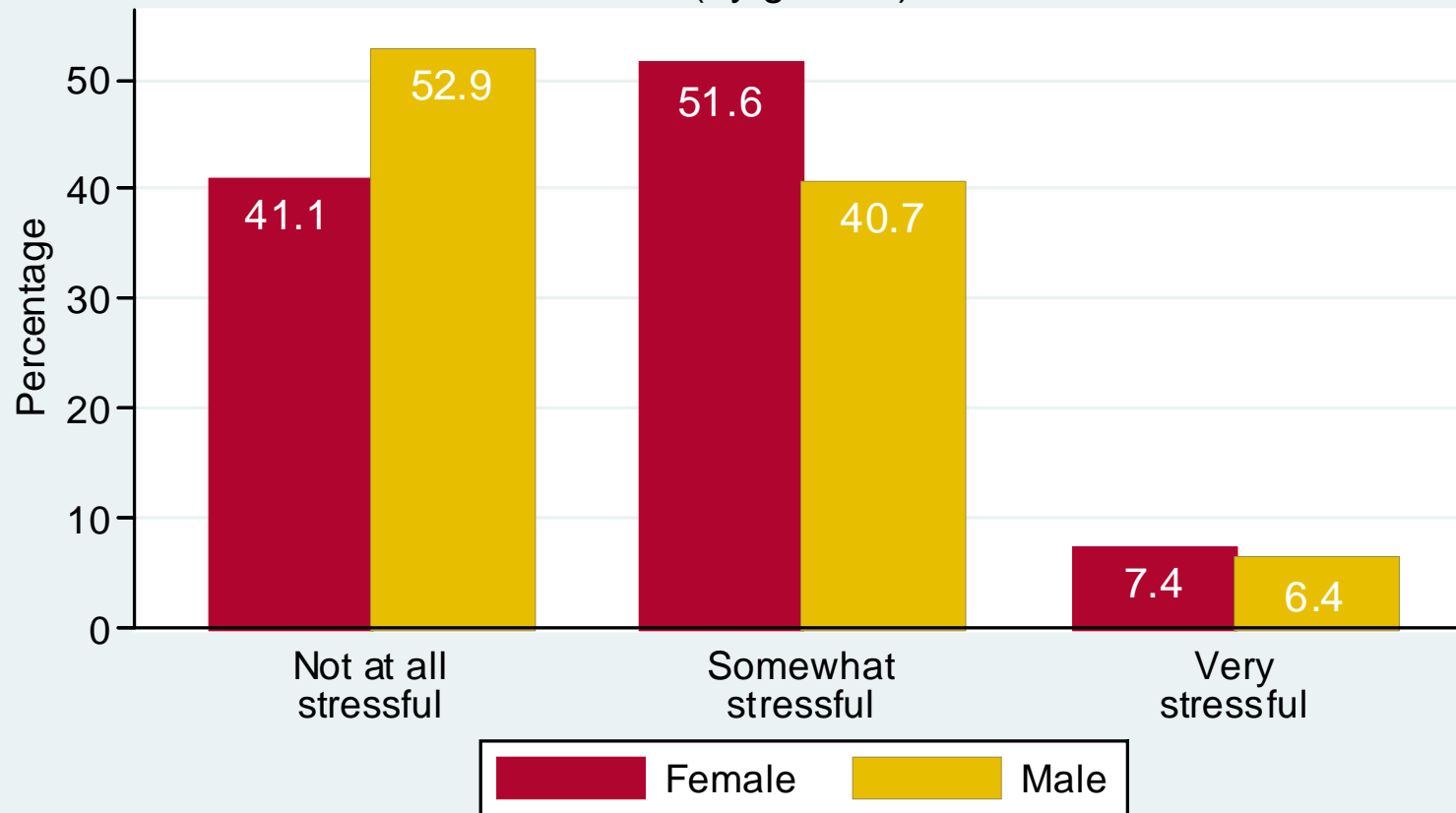
Responses for tenured and tenure-eligible faculty only
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Do you feel you have received adequate mentoring while at ISU?
(by race/ethnicity)



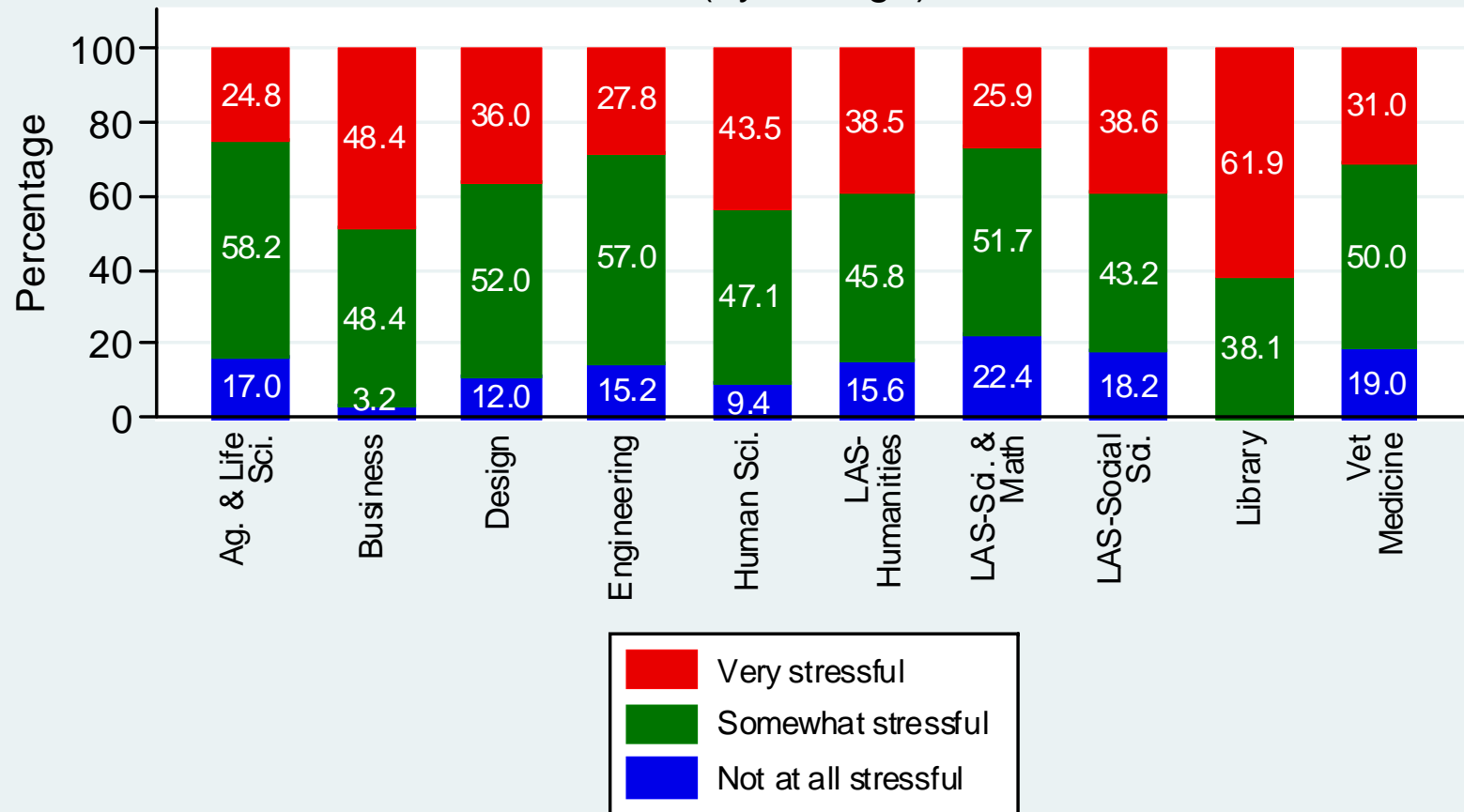
Responses for tenured and tenure-eligible faculty only
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Timing of departmental meetings and functions, extent to which it has been a source of stress (by gender)



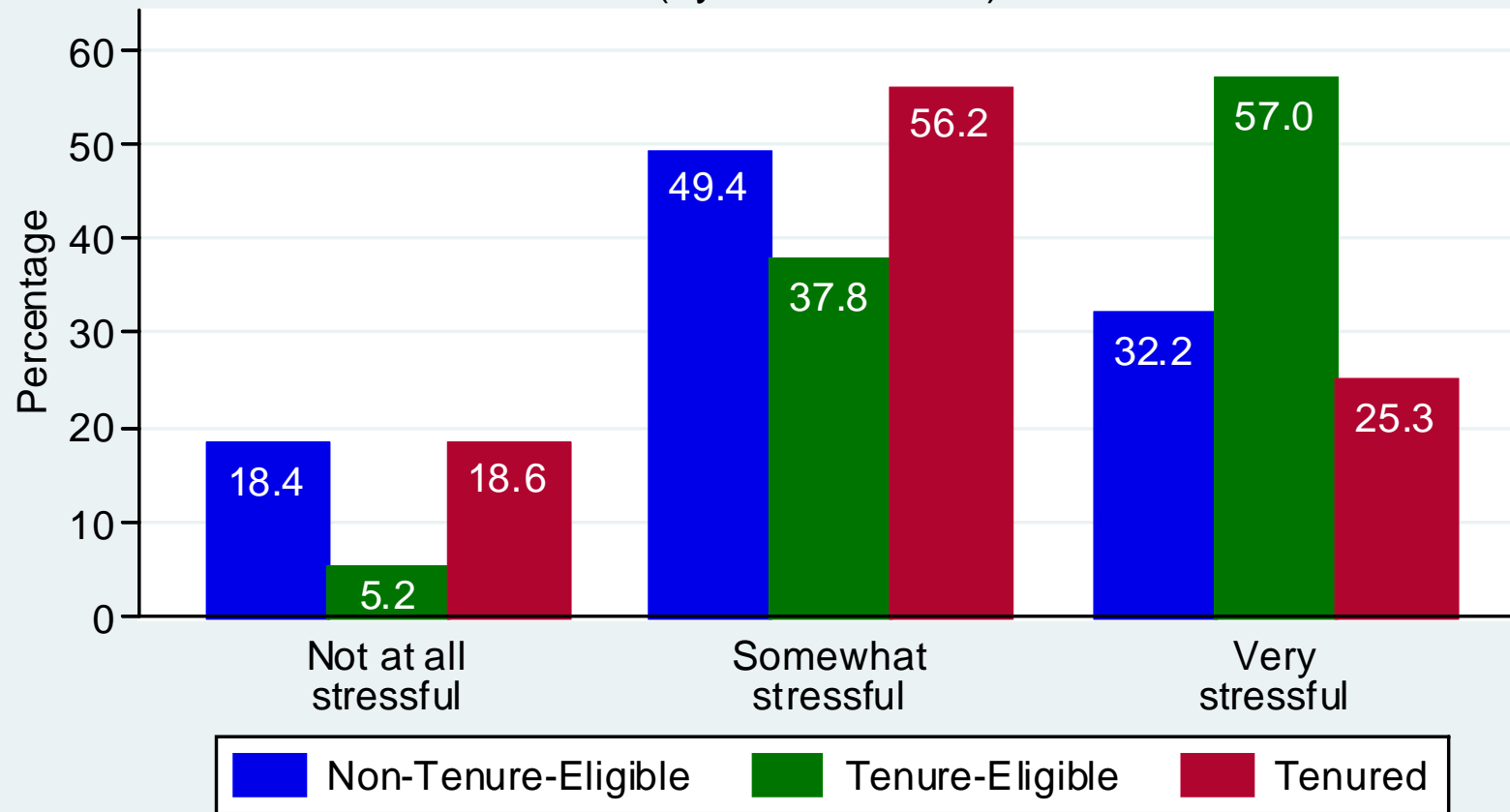
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Scholarly productivity, extent to which it has been a source of stress (by College)



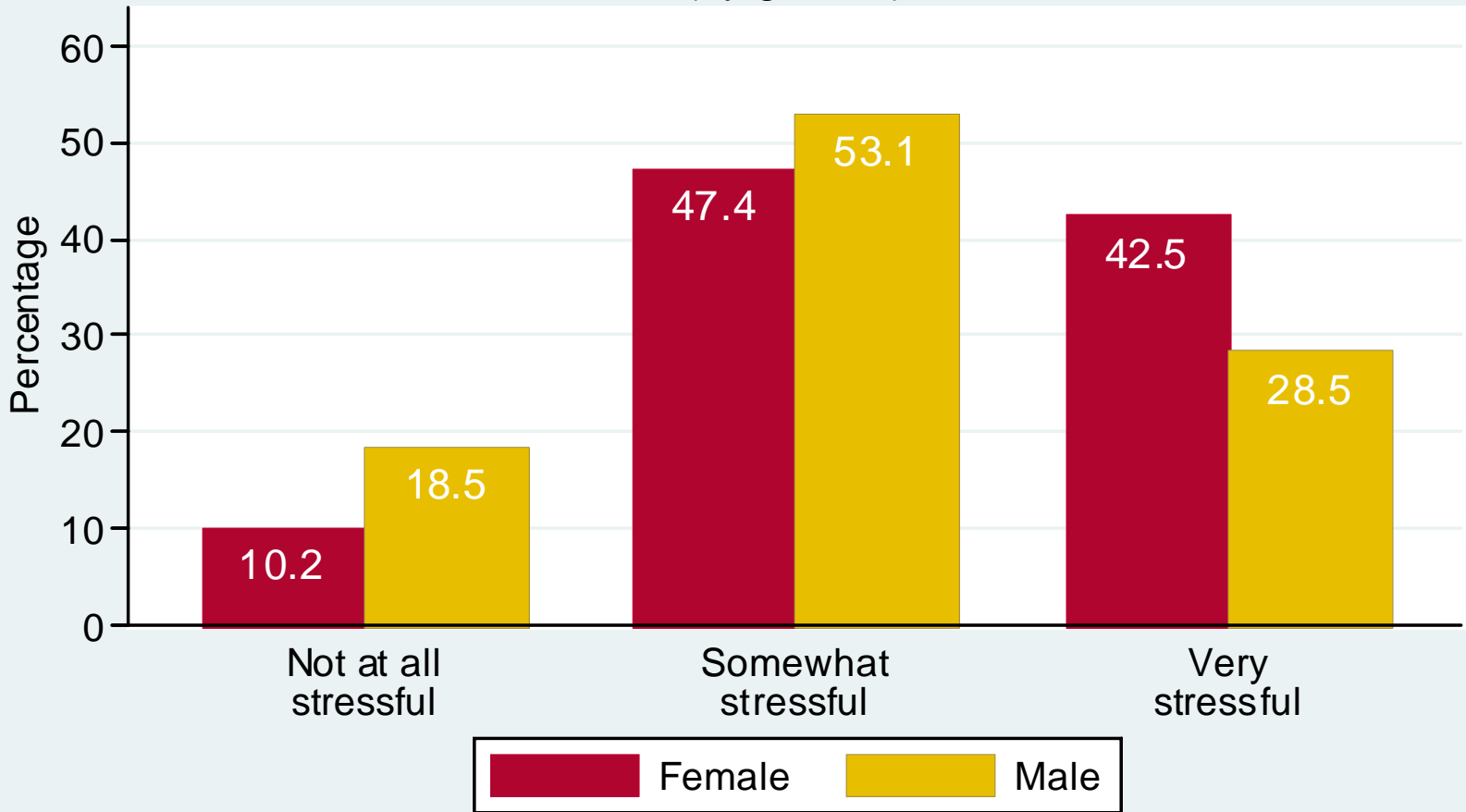
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Scholarly productivity, extent to which it has been a source of stress (by tenure status)



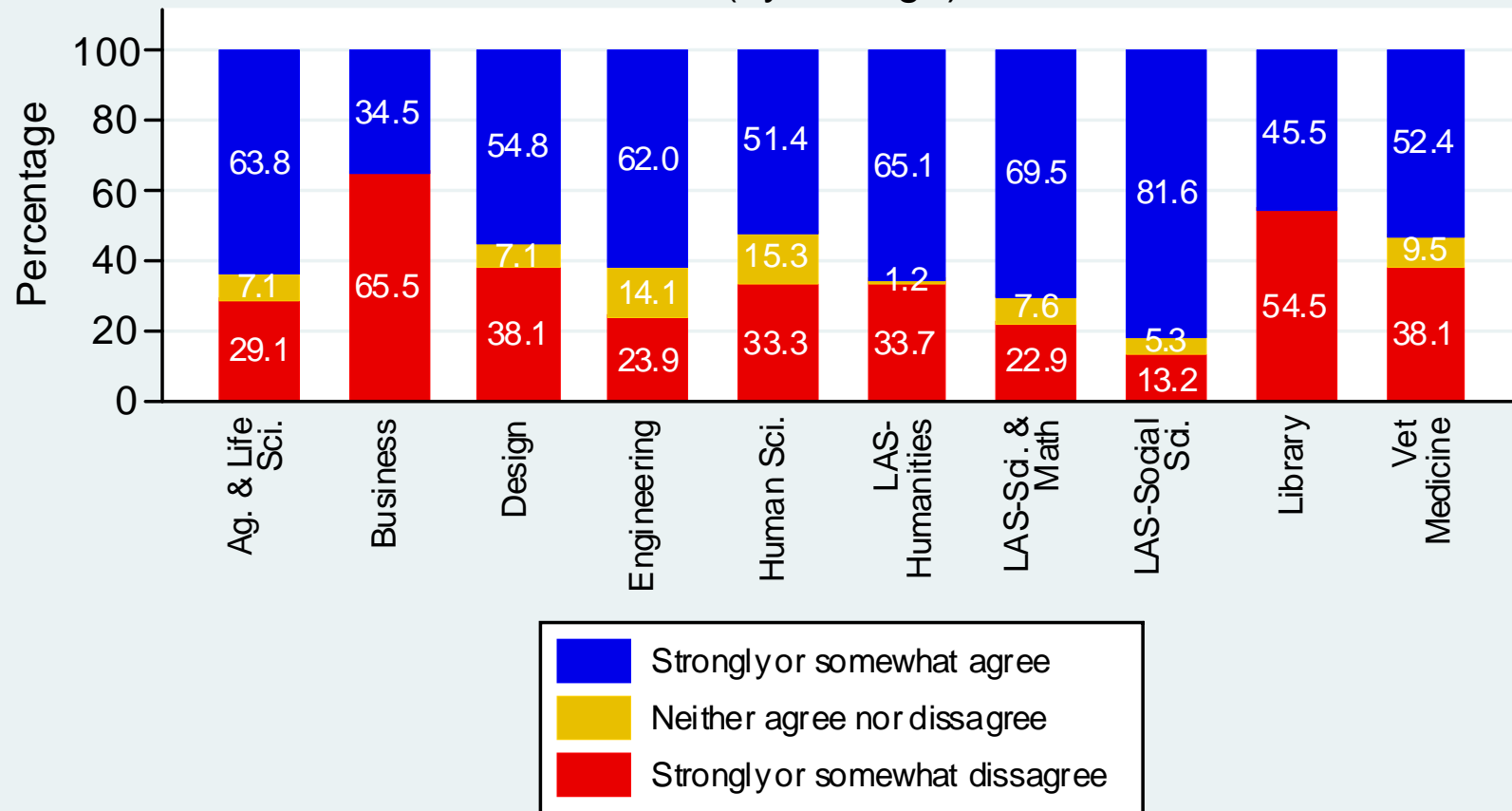
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Scholarly productivity, extent to which it has been a source of stress (by gender)



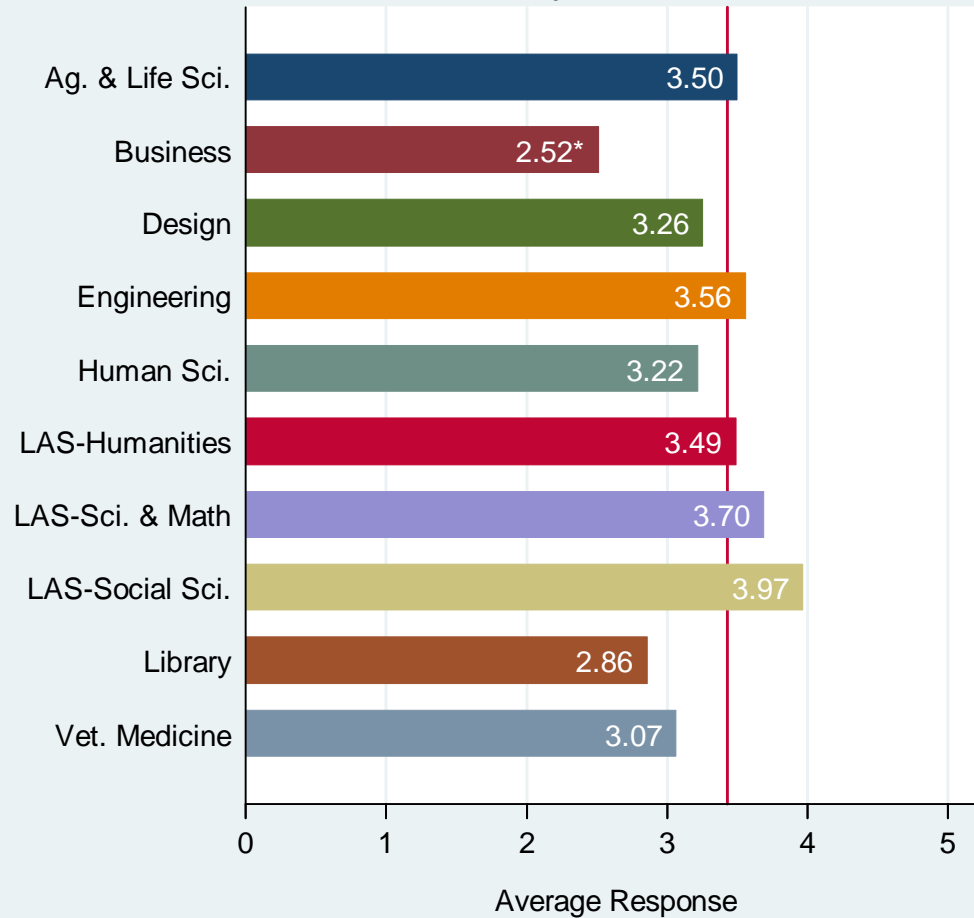
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Criteria for promotion and/or tenure are clearly communicated (by College)



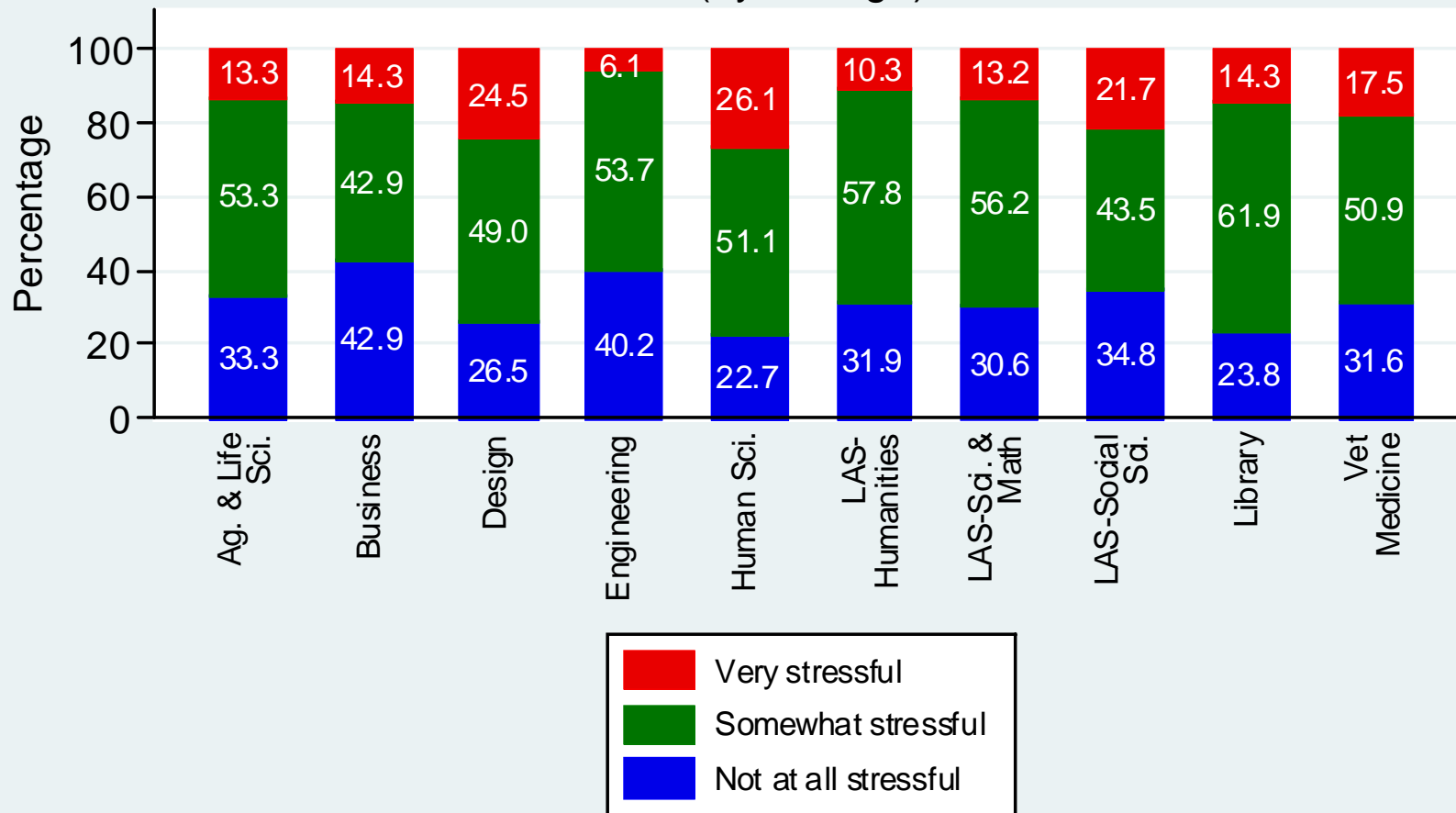
Responses for tenured and tenure-eligible faculty only
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Criteria for promotion and/or tenure are clearly communicated



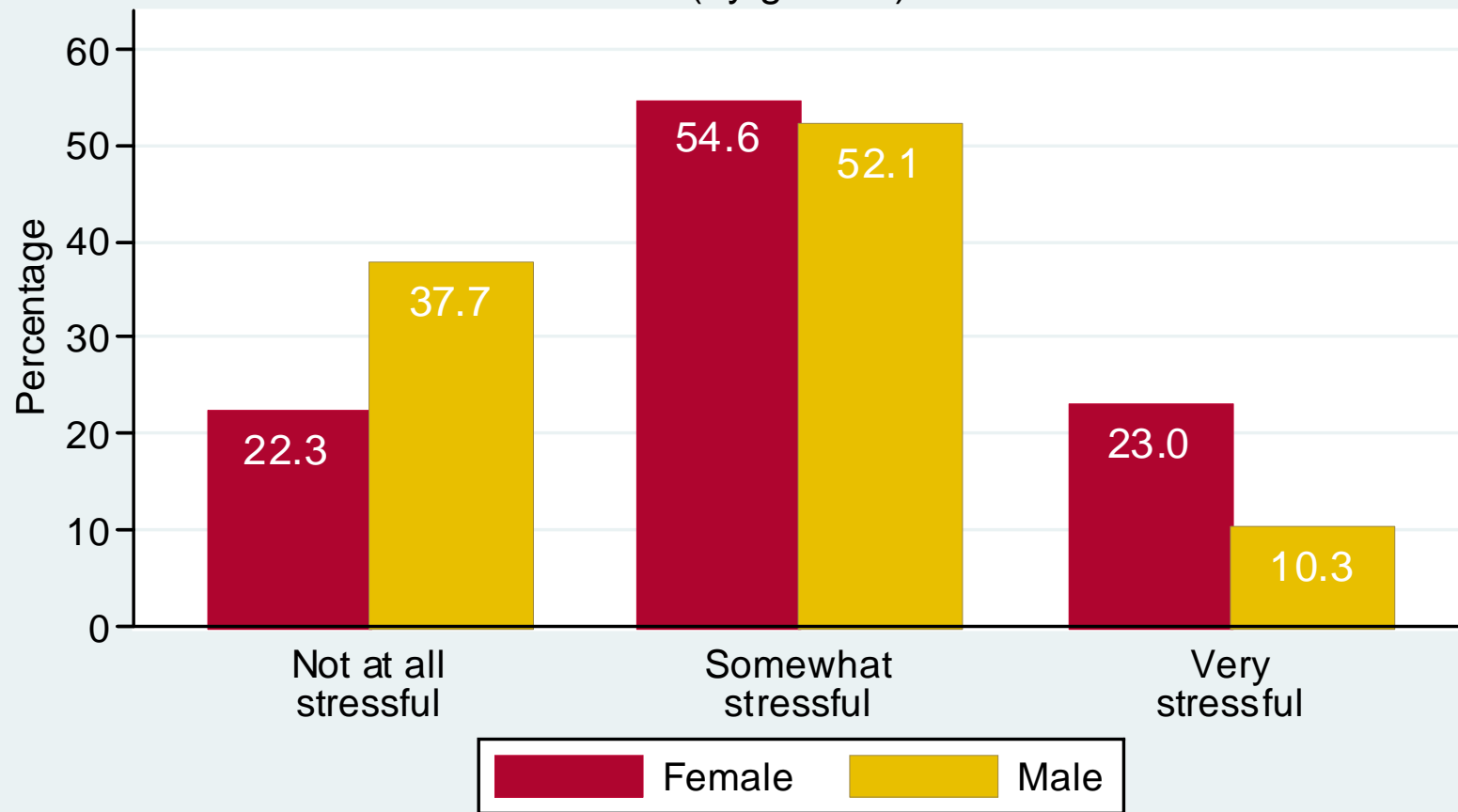
Scale: 1 = Strongly disagree, 5 = Strongly agree
Responses for tenured and tenure-eligible faculty only
Red line = mean response for all faculty
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Managing household responsibilities, extent to which it has been a source of stress (by College)



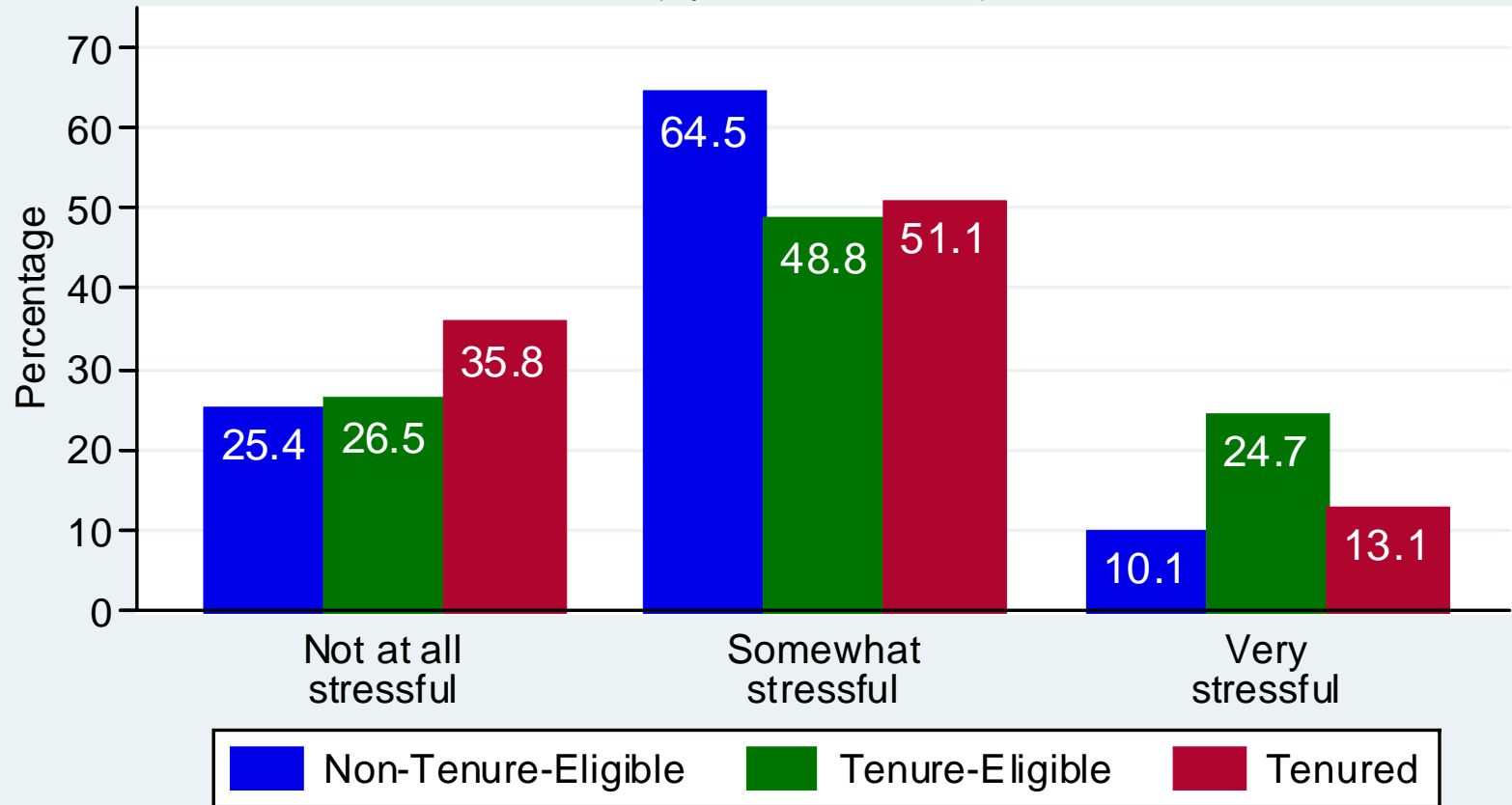
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Managing household responsibilities, extent to which it has been a source of stress (by gender)



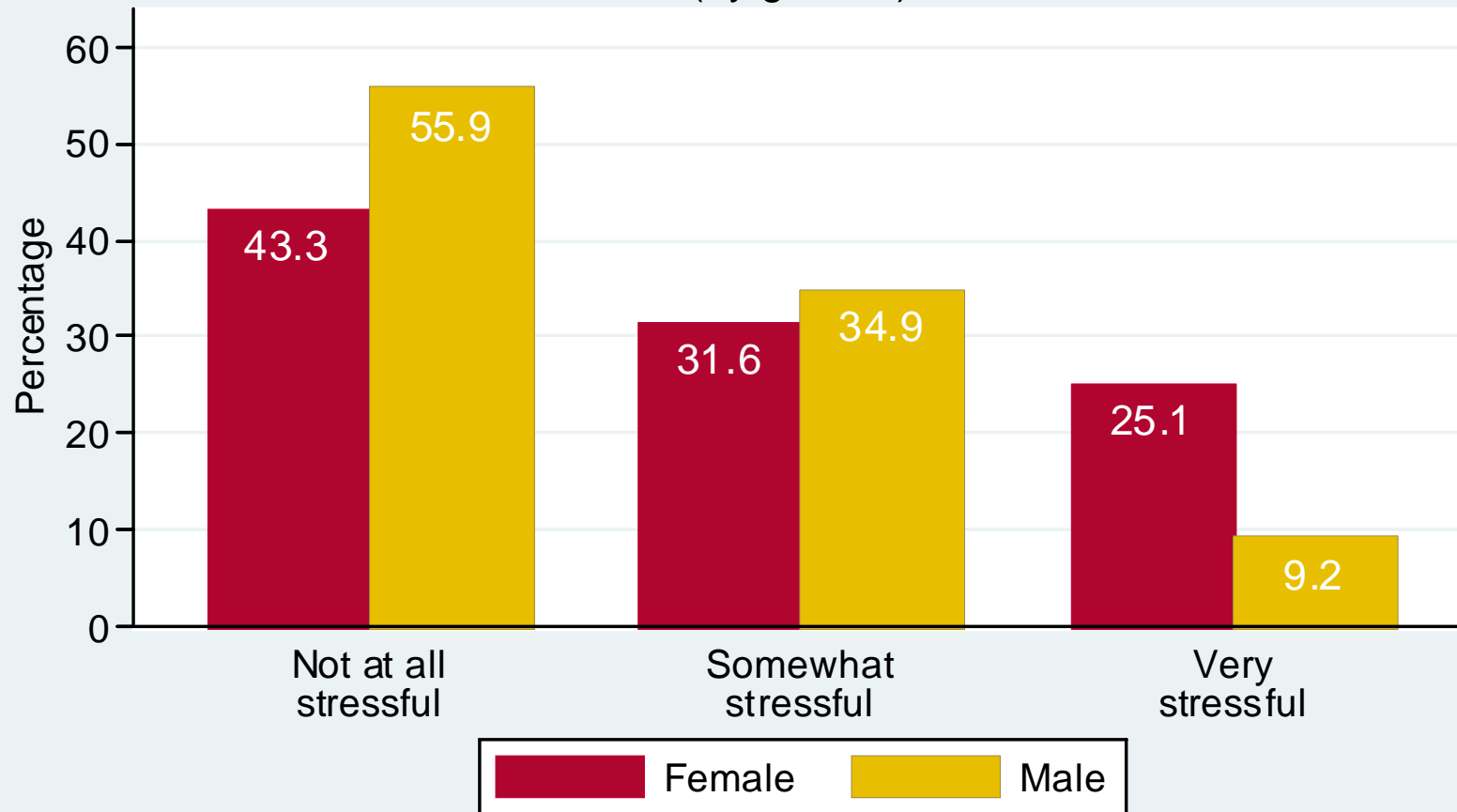
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Managing household responsibilities, extent to which it has been a source of stress (by tenure status)



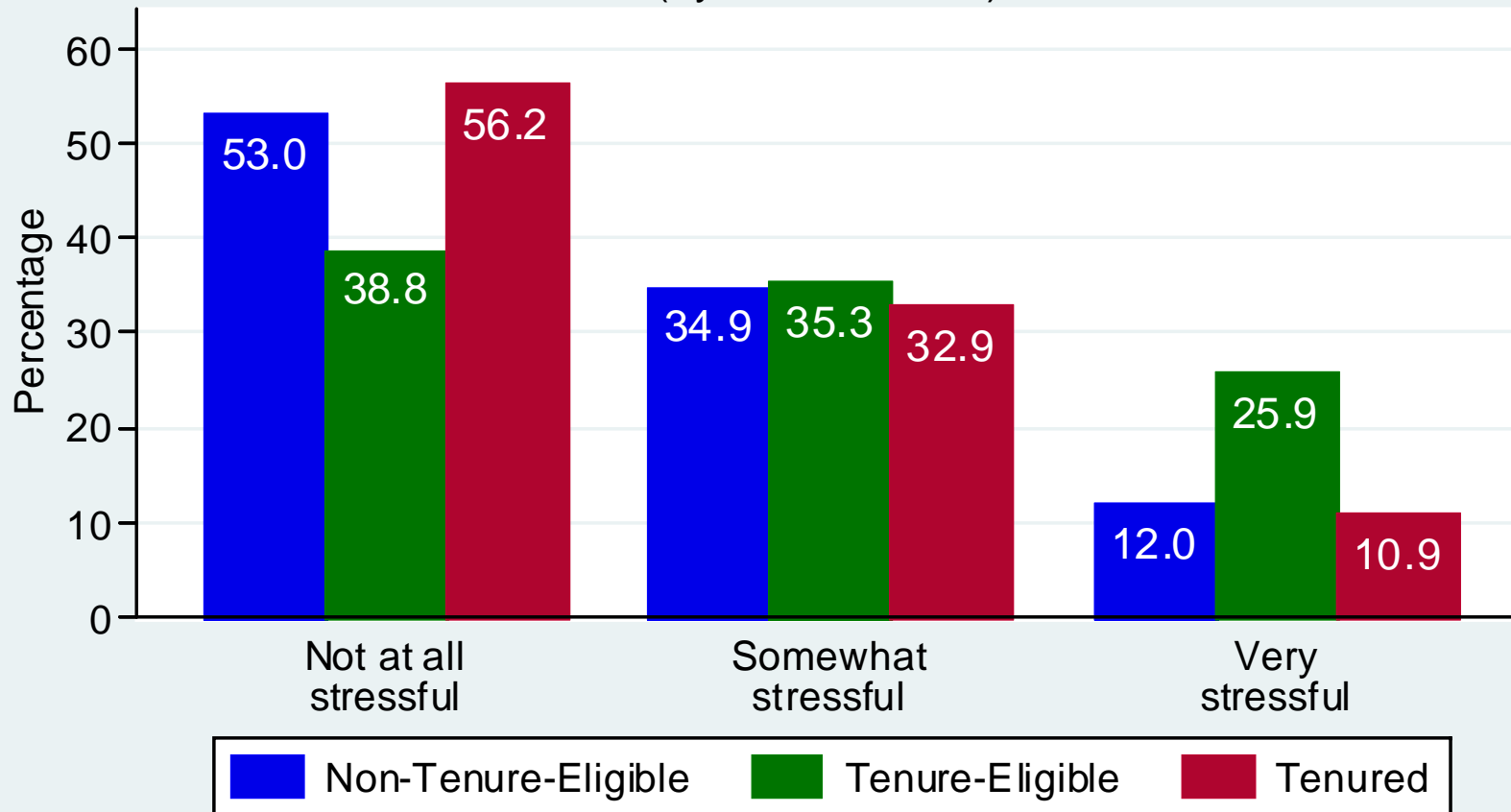
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Childcare, extent to which it has been a source of stress (by gender)



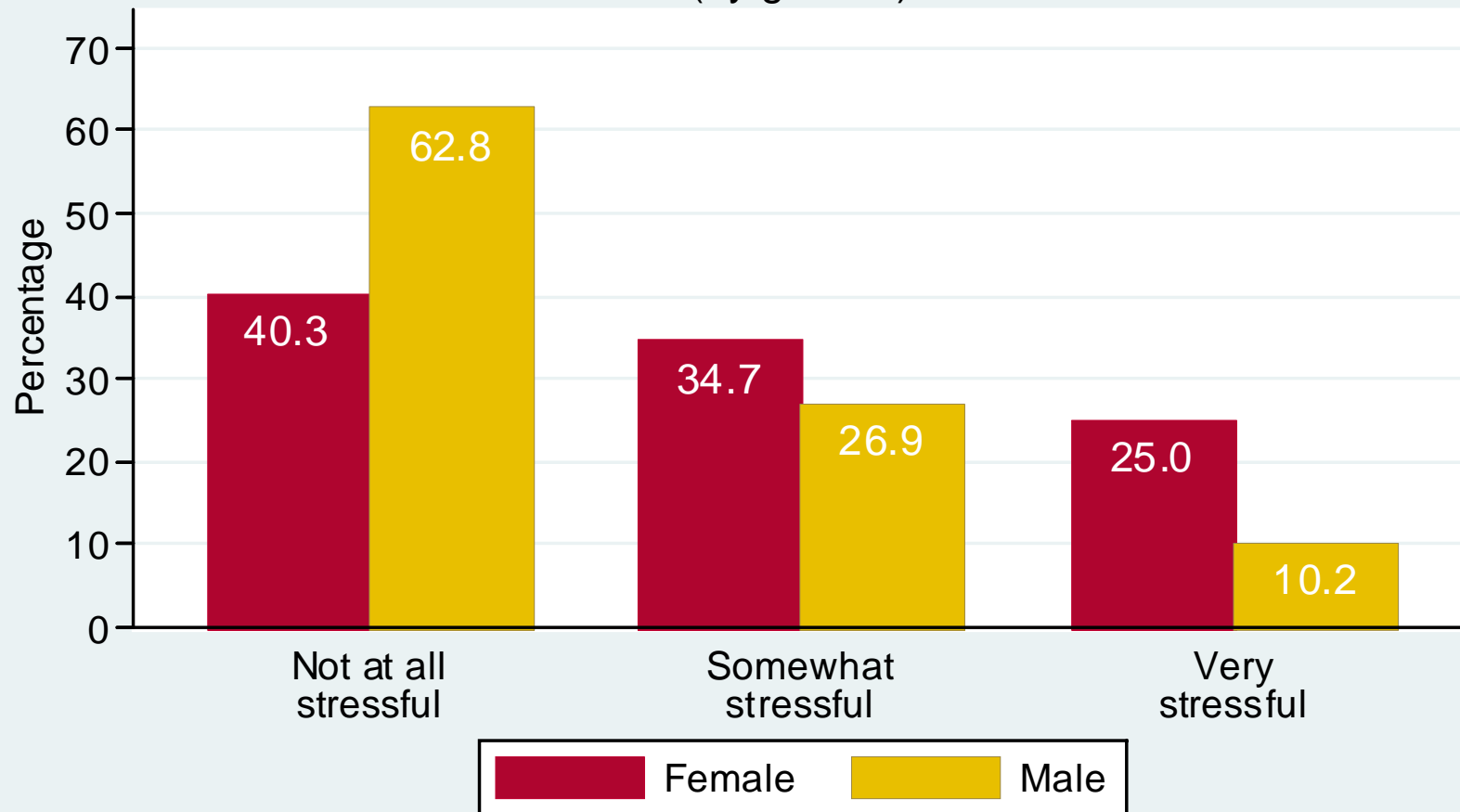
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Childcare, extent to which it has been a source of stress (by tenure status)



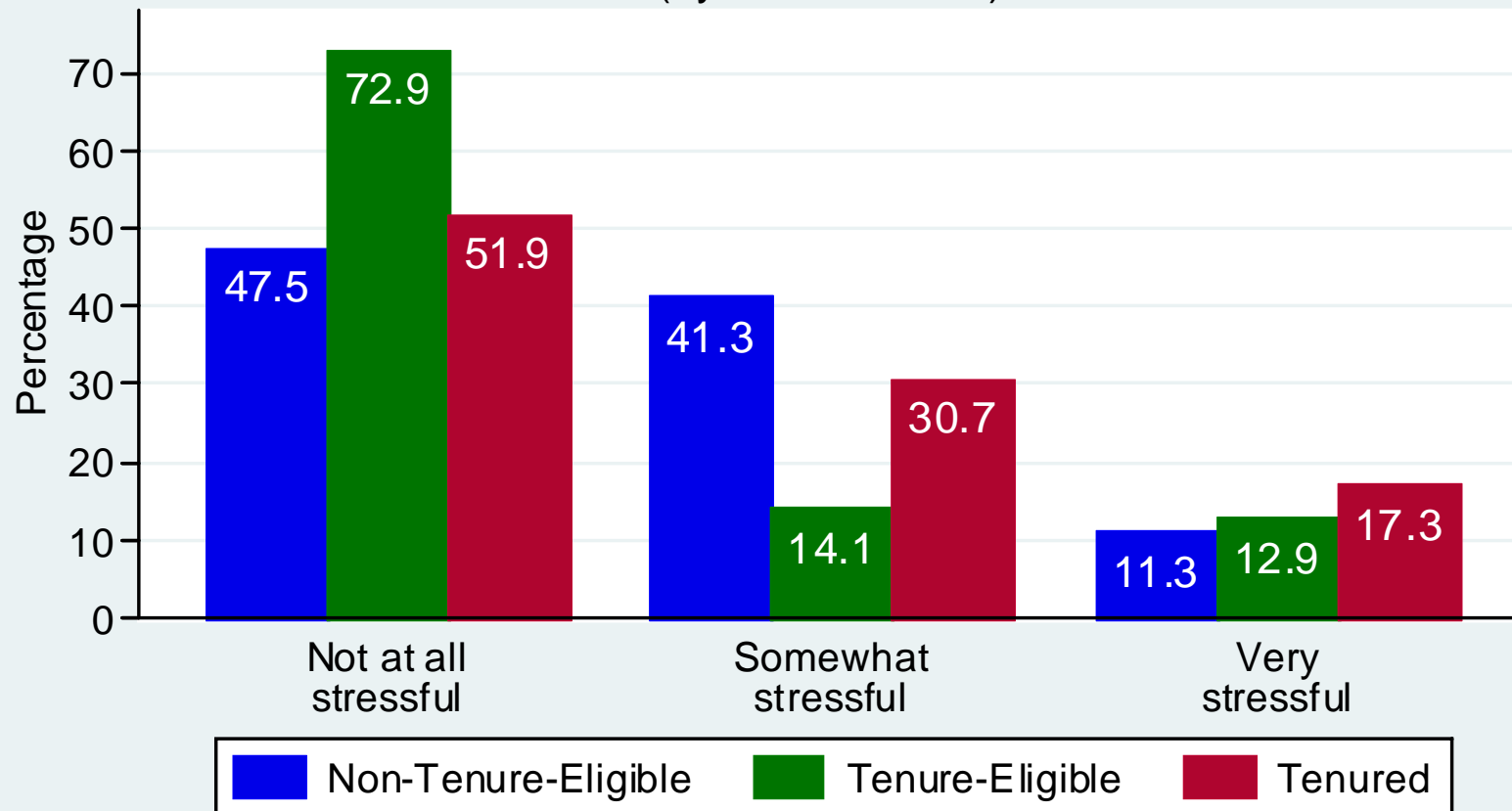
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Care of someone ill, disabled, aging, extent to which it has been a source of stress (by gender)



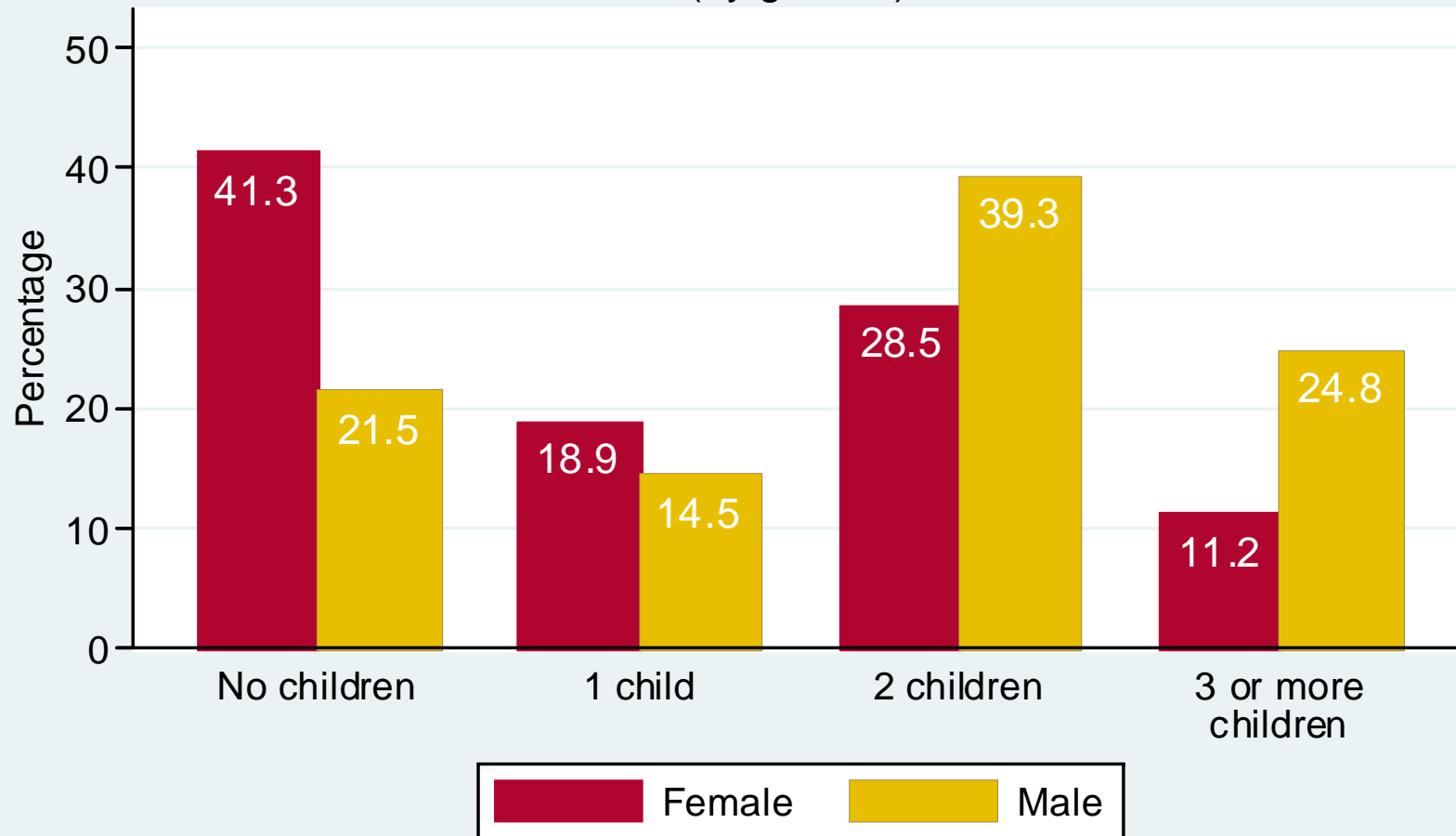
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Care of someone ill, disabled, aging, extent to which it has been a source of stress (by tenure status)



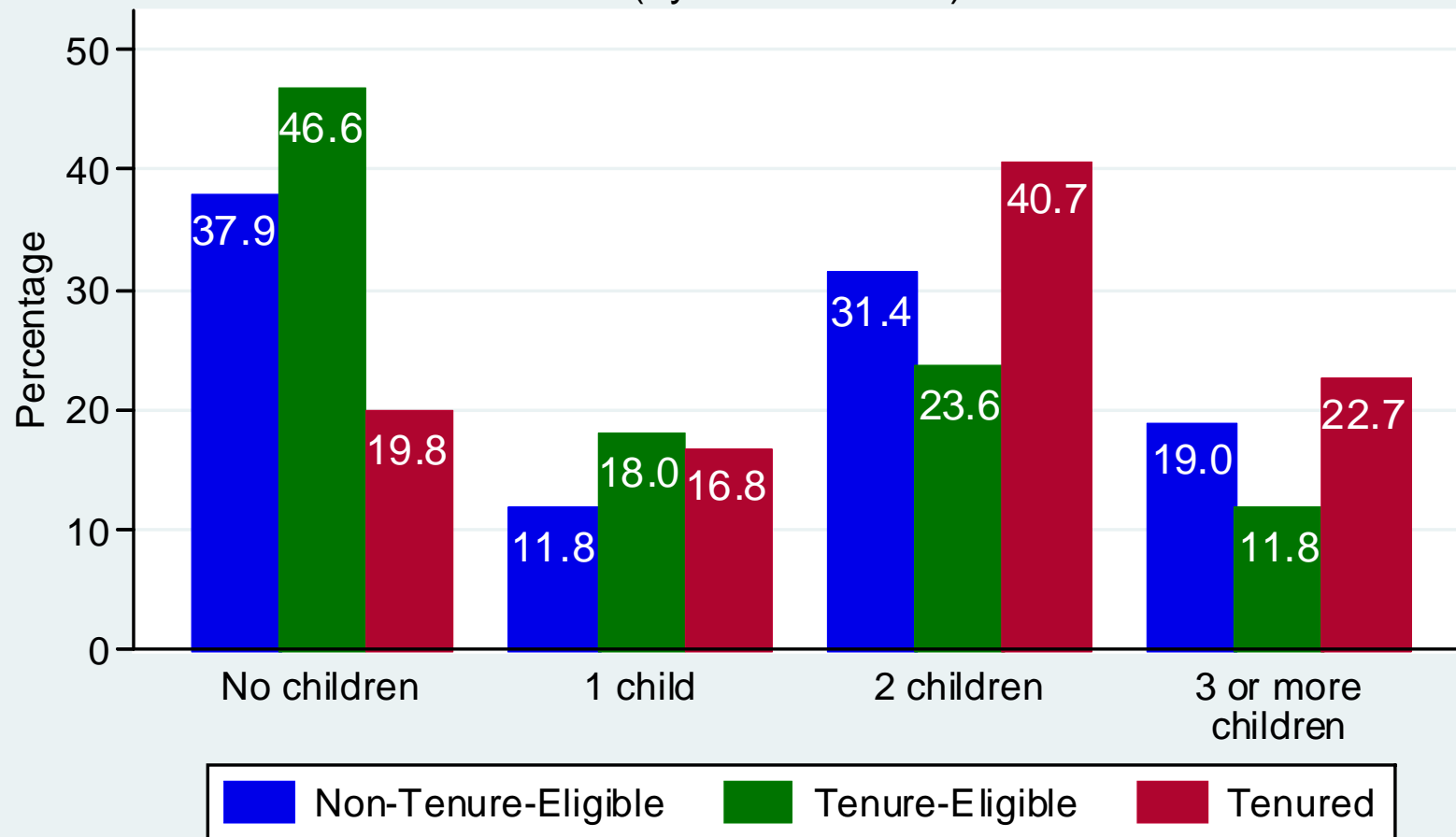
Source: ISU AAUDE Faculty Satisfaction Survey 2008

How many children do you have? (by gender)



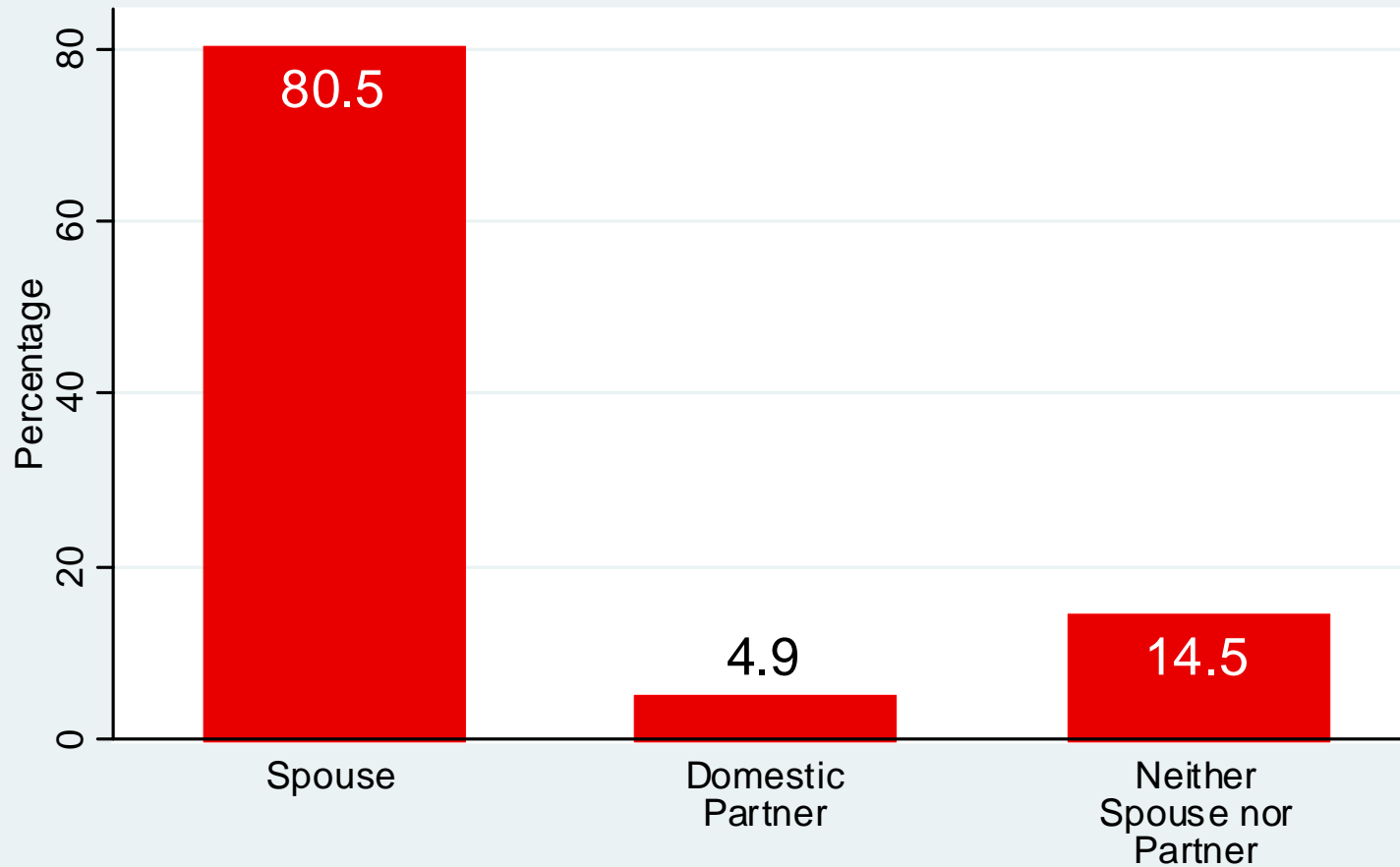
Source: ISU AAUDE Faculty Satisfaction Survey 2008

How many children do you have? (by tenure status)



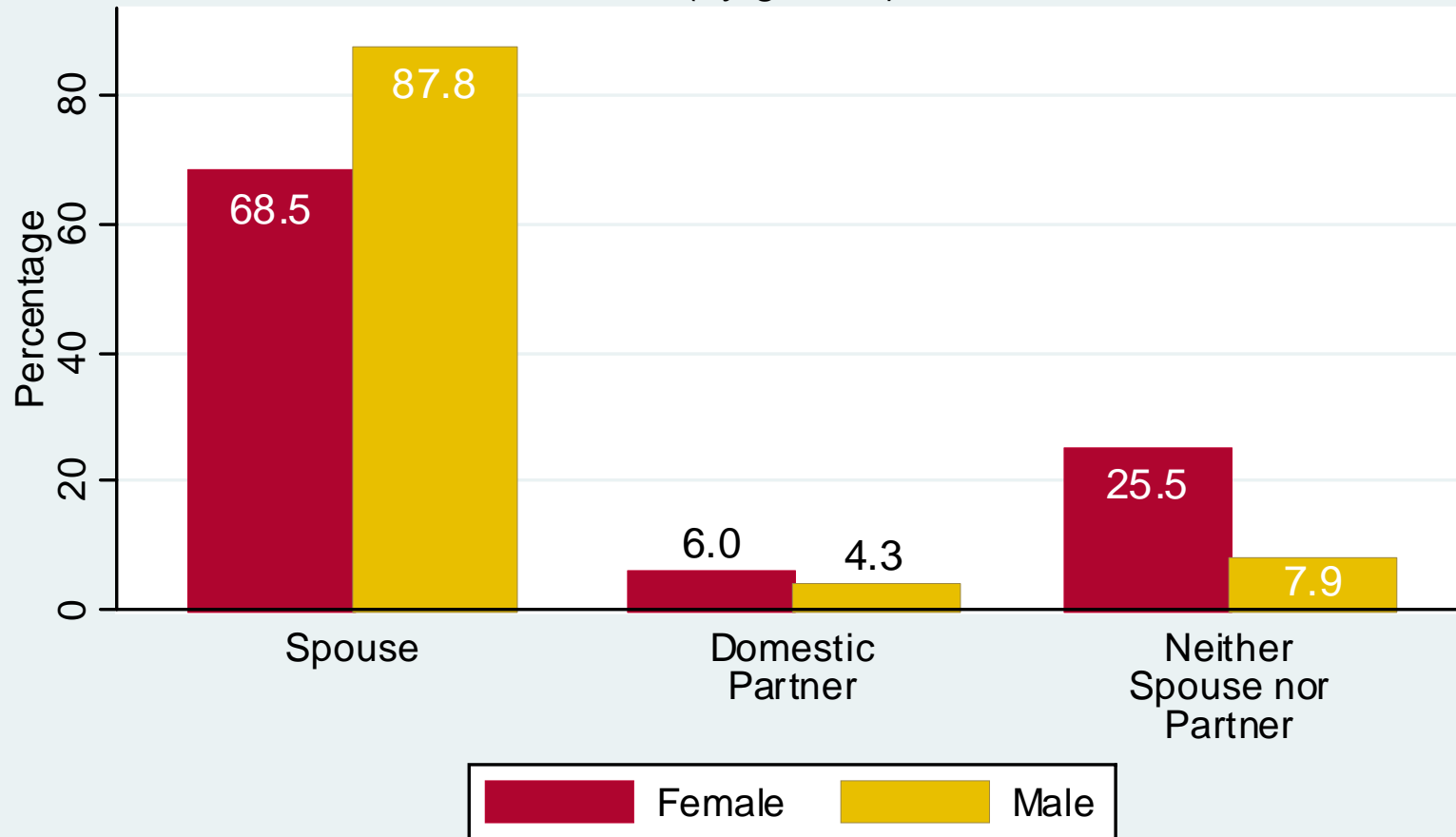
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Do you have a spouse or domestic partner?



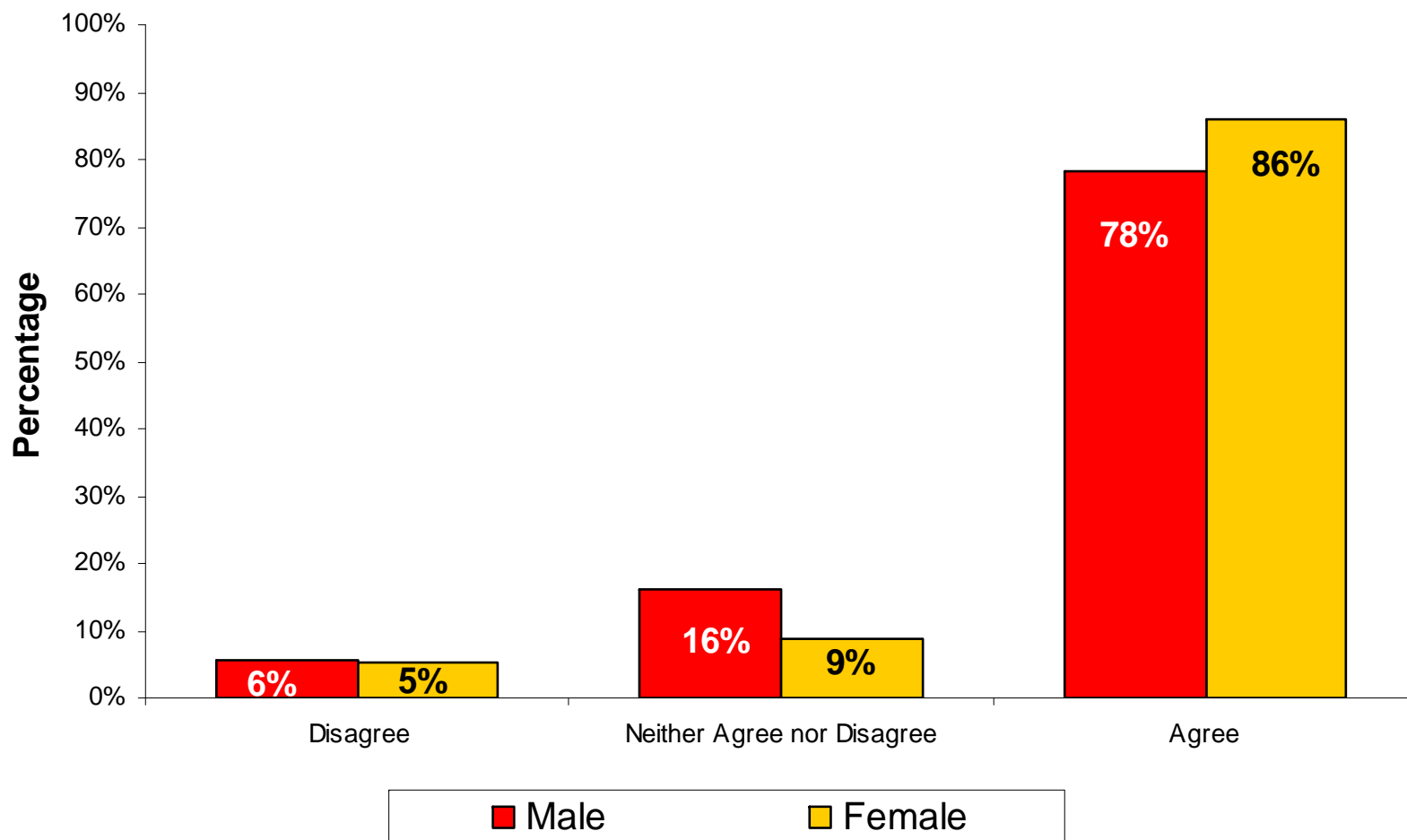
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Do you have a spouse or domestic partner? (by gender)



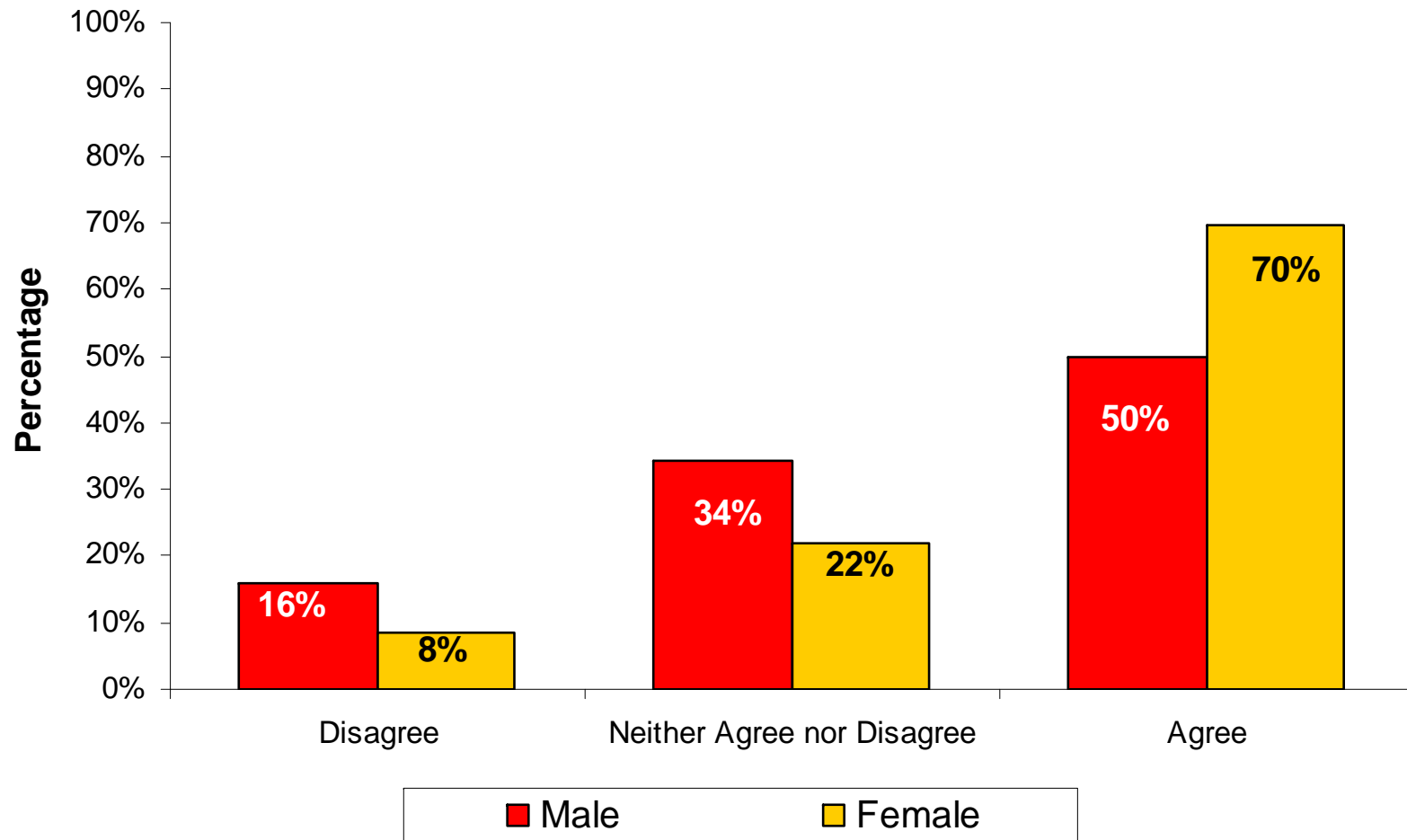
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Having tenure clock policy shows ISU is supportive of family issues



Source: ISU AAUDE Faculty Satisfaction Survey 2008

Tenure clock policy helps recruit faculty

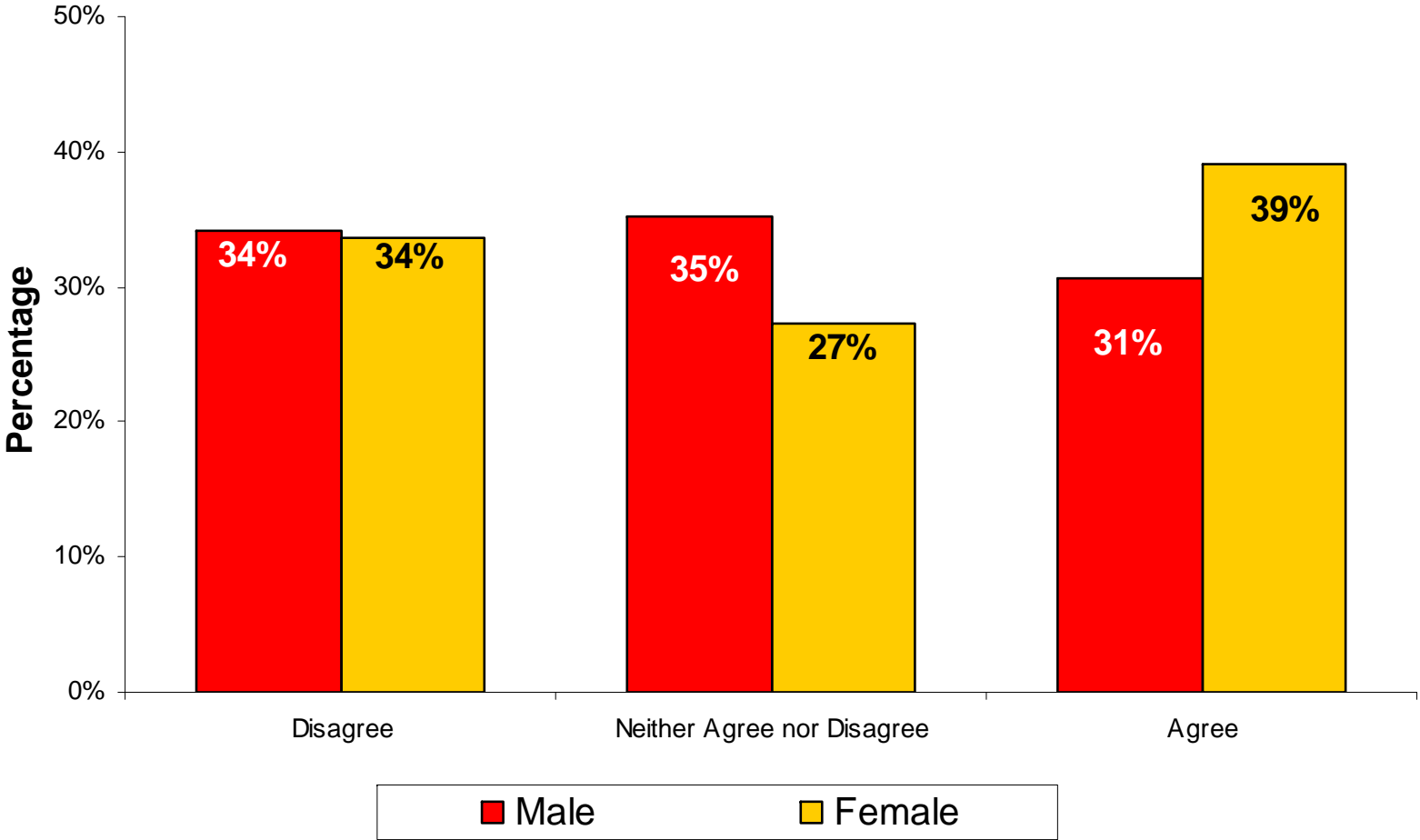


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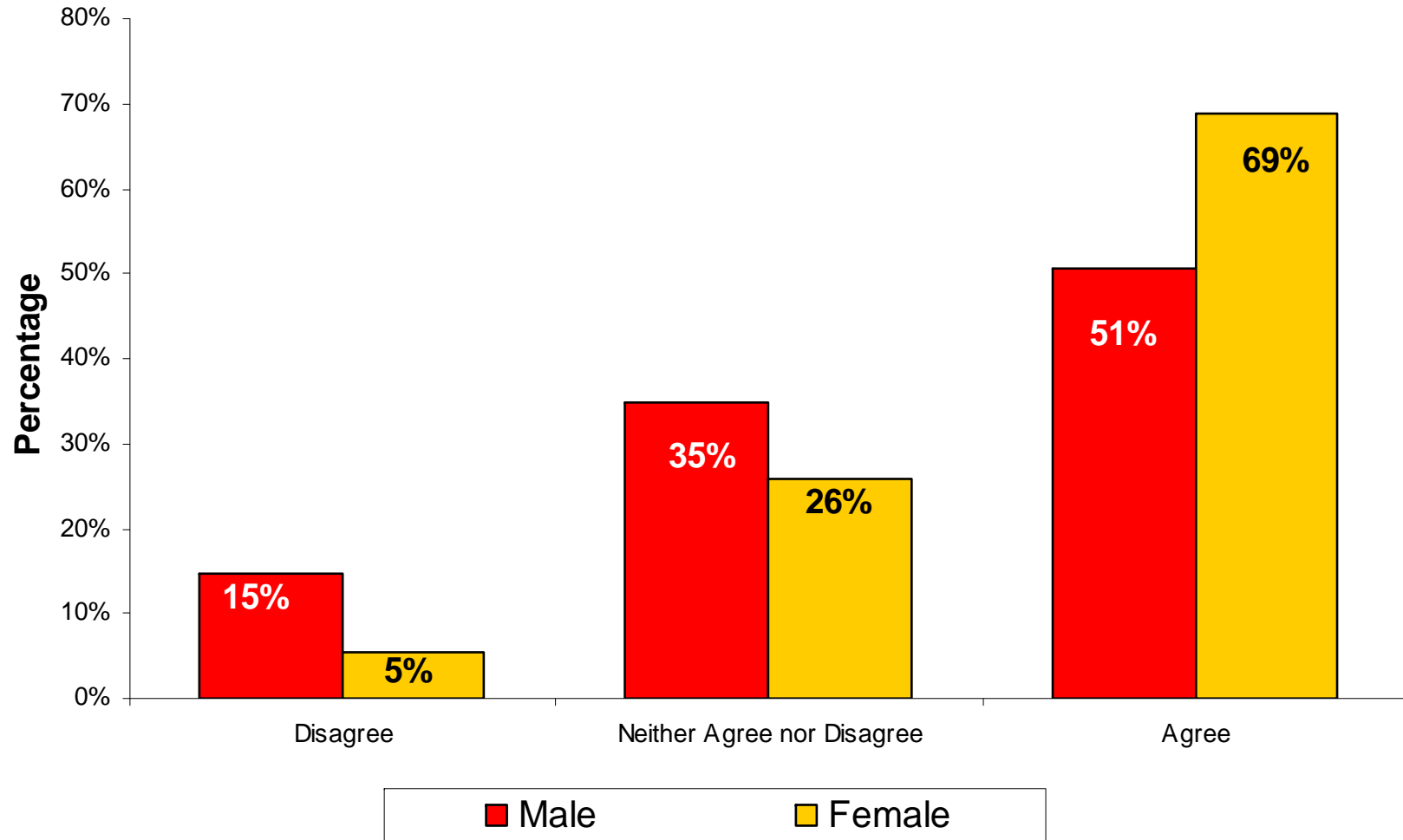
Executive Vice President and Provost Presentation to Faculty Senate
November 4, 2008: Highlights of AAUDE Faculty Satisfaction Survey

Using the tenure clock policy might hurt chances for tenure



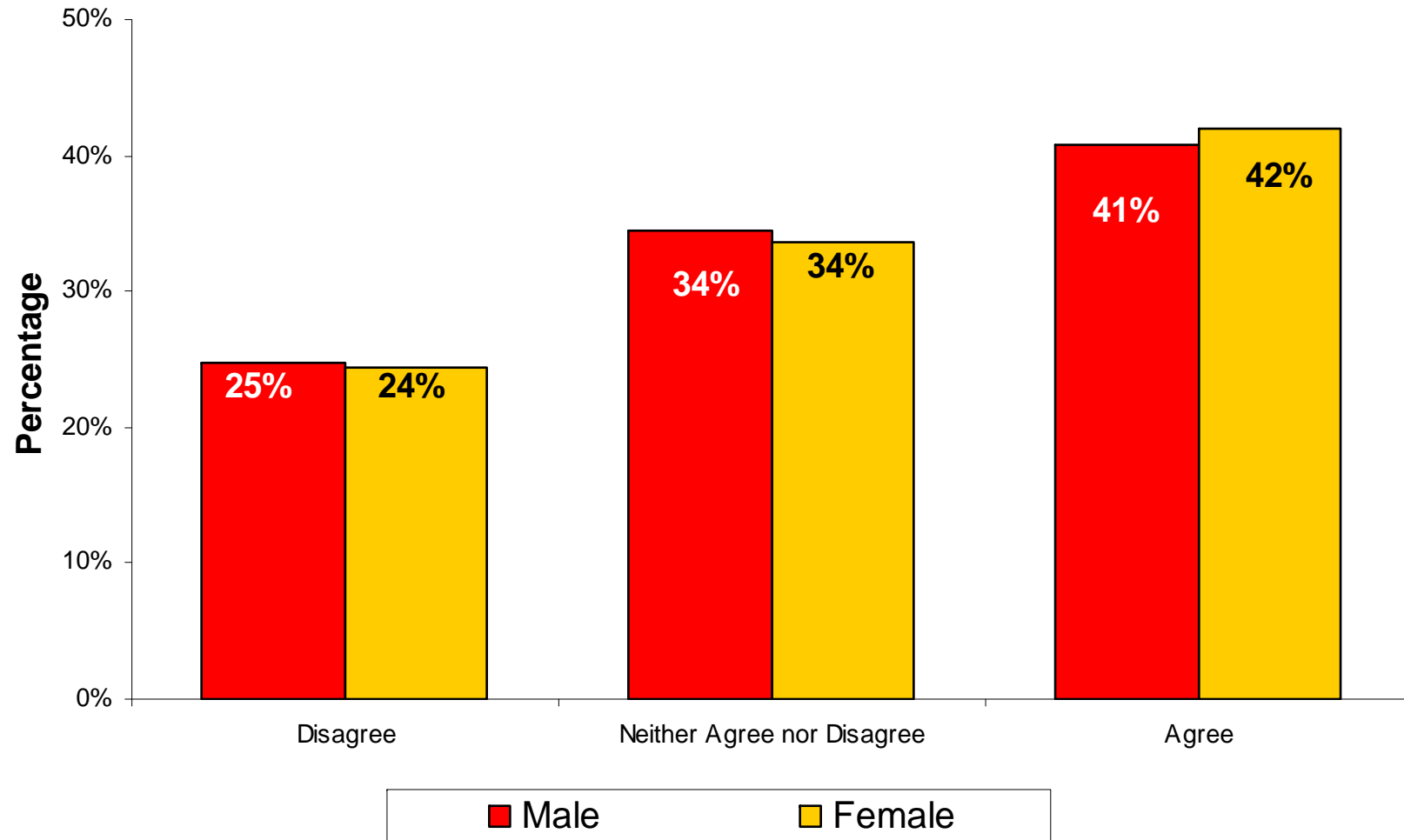
Source: ISU AAUDE Faculty Satisfaction Survey 2008

Part-time policy will help retain qualified faculty



Source: ISU AAUDE Faculty Satisfaction Survey 2008

Using part-time policy hurts chances for tenure or promotion



Source: ISU AAUDE Faculty Satisfaction Survey 2008