

## **Constructs and Themes in The HERI Faculty Survey**

Important aspects of the faculty experience are summarized in two separate ways in the HERI Faculty Survey. Constructs represent sets of statistically related items that measure an underlying trait or aspect of a faculty member's academic life. Constructs are particularly useful for benchmarking, as they allow you to determine if the experiences and outcomes of your faculty differ from your comparison groups, or differ among relevant subgroups of faculty on your campus. The second way items are summarized is by themes. Themes group relevant items together for easy access. By grouping and examining the items together, themes can be used to illustrate what contributes to specific areas of interest and facilitate dissemination and discussion of results on campus.

### ***HERI Faculty Constructs***

*Student-Centered Pedagogy*-Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

*Undergraduate Education Goal: Personal Development*-Measures the extent to which faculty believe that personal development is a central goal for undergraduate education.

*Scholarly Productivity*-A unified measure of the scholarly activity of faculty.

*Civic Minded Practice*-A unified measure of faculty involvement in civic activities.

*Civic Minded Values*-A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

*Job Satisfaction: Workplace*-a unified measure of the extent to which faculty are satisfied with their working environment,

*Job Satisfaction: Compensation*-A unified measure of the extent to which faculty are satisfied with their compensation packages.

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

*Institutional Priority: Commitment to Diversity*-Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

*Institutional Priority: Civic Engagement*-Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty

*Institutional Priority: Increase Prestige*-Measures the extent to which faculty believe their institution is committed to increasing its prestige.

### ***HERI Faculty Survey Themes***

*Professional Practice-Teaching-* These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignment

*Professional Practice-Scholarship-* These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

*Professional Practice-Service-* These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

*Institutional Support and Resources-* These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.

*Goals for Undergraduate Education-* These items gauge faculty opinion regarding common goals for undergraduate education.

*Diversity-* These items relate to social attitudes and experiences with diversity on campus.

*Satisfaction-* These items gauge satisfaction with various aspects of the faculty experience.

*Institutional Priorities-* These items gauge faculty opinion on various types of institutional priorities

*Interaction with Students-* These items relate to the amount and types of interactions faculty have with students on campus.

*Habits of Mind-* These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

*Health and Wellness-* These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

*Relationship with Administration-* These items relate to faculty perception and experience with the campus administration.