



HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA
home of the COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

HERI Faculty Survey

Peer Group Report

Sample University

comparison group 1: Peer Group
comparison group 2: Public Universities

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Institutional Profile Reports

How to Read the Institutional Profile Reports

Nationally Normed Comparison Group Data

- a. Full-time Undergraduate Faculty
- b. All Respondents

Additional Comparison Group Data

- a. Part-time Undergraduate Faculty
- b. Full-time Academic Administrators
- c. Graduate Only Faculty
- d. Other Respondents

Institutional Profile Report - condensed version

Full-time Undergraduate Faculty

Appendix

- a. List of Participating Institutions

HERI Faculty Survey Instrument

<http://heri.ucla.edu/researchersToolsCodebooks.php>

Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	36.0%	27.9%	29.7%	32.1%	24.5%	25.8%	43.2%	33.4%	35.7%	
Very important	34.6%	36.9%	36.7%	37.2%	37.3%	37.3%	29.7%	36.3%	35.7%	
Somewhat important	25.6%	28.6%	27.7%	25.5%	31.2%	30.2%	25.7%	24.4%	24.0%	
Not important	3.8%	6.6%	5.9%	5.1%	7.0%	6.7%	1.4%	5.9%	4.6%	
Total(n)	211	3,494	12,012	137	2,021	6,669	74	1,473	5,343	
Mean	3.03	2.86	2.90	2.96	2.79	2.82	3.15	2.97	3.02	
Standard deviation	0.88	0.90	0.89	0.89	0.89	0.89	0.86	0.90	0.88	
Significance	-	**	*	-	*		-			
Effect size	-	0.19	0.15	-	0.19	0.16	-	0.20	0.15	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	17.5%	15.1%	16.0%	14.6%	12.7%	13.1%	23.0%	19.0%	20.6%	
Very important	32.2%	31.6%	31.9%	32.1%	27.8%	29.2%	32.4%	37.7%	36.0%	
Somewhat important	44.1%	41.9%	41.3%	46.0%	46.0%	45.0%	40.5%	35.2%	35.6%	
Not important	6.2%	11.5%	10.8%	7.3%	13.6%	12.7%	4.1%	8.1%	7.7%	
Total(n)	211	3,493	12,015	137	2,020	6,669	74	1,473	5,346	
Mean	2.61	2.50	2.53	2.54	2.40	2.43	2.74	2.68	2.69	
Standard deviation	0.85	0.88	0.89	0.83	0.87	0.87	0.86	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.13	0.09	-	0.16	0.13	-	0.07	0.06	
Teach students the classic works of Western civilization										
Essential	9.0%	7.8%	8.8%	8.0%	8.8%	9.7%	10.7%	6.2%	7.5%	
Very important	17.9%	16.9%	17.8%	16.8%	18.1%	19.0%	20.0%	15.1%	15.8%	
Somewhat important	41.5%	40.8%	40.5%	41.6%	39.5%	38.9%	41.3%	42.9%	42.9%	
Not important	31.6%	34.4%	33.0%	33.6%	33.6%	32.4%	28.0%	35.9%	33.8%	
Total(n)	212	3,490	12,002	137	2,018	6,660	75	1,472	5,342	
Mean	2.04	1.98	2.02	1.99	2.02	2.06	2.13	1.92	1.97	
Standard deviation	0.93	0.91	0.93	0.91	0.93	0.95	0.95	0.87	0.89	
Significance	-			-			-	*		
Effect size	-	0.07	0.02	-	-0.03	-0.07	-	0.24	0.18	

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1. CIRP Construct Mean Reports

How to Read the CIRP Construct Mean Reports

- a. Student-Centered Pedagogy
 - b. Undergraduate Education Goal: Personal Development
 - c. Scholarly Productivity
 - d. Civic Minded Practice
 - e. Civic Minded Values
 - f. Job Satisfaction: Workplace
 - g. Job Satisfaction: Compensation
 - h. Career Related Stress
 - i. Institutional Priority: Commitment to Diversity
 - j. Institutional Priority: Civic Engagement
 - k. Institutional Priority: Increase Prestige
 - l. Social Agency
-

2. CIRP Construct Percentage Reports

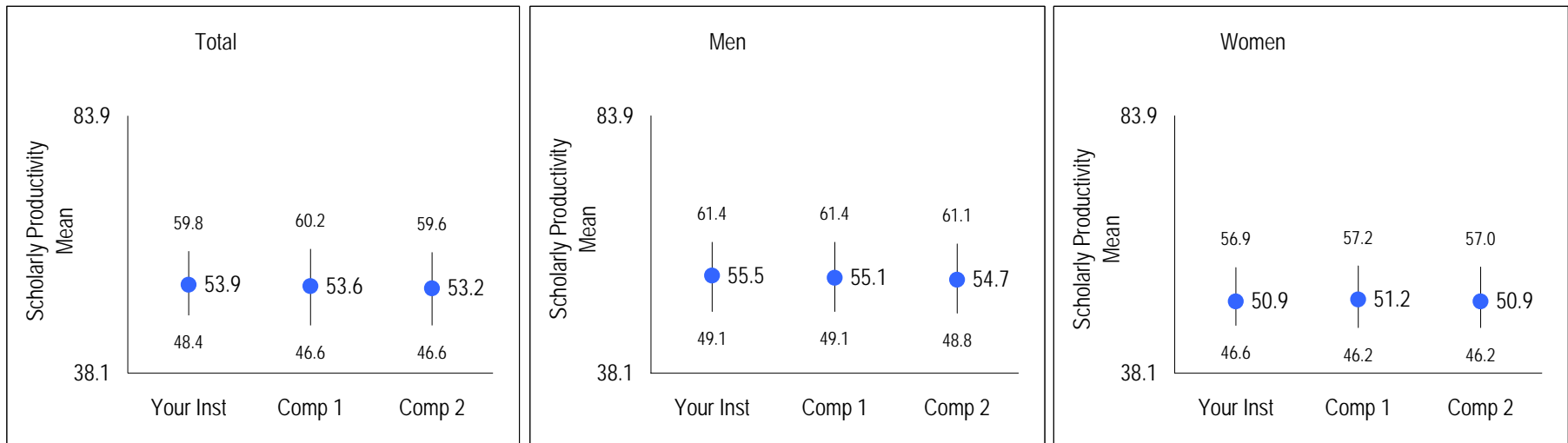
How to Read the CIRP Construct Percentage Reports

- a. Student-Centered Pedagogy
 - b. Undergraduate Education Goal: Personal Development
 - c. Scholarly Productivity
 - d. Civic Minded Practice
 - e. Civic Minded Values
 - f. Job Satisfaction: Workplace
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 - k. Institutional Priority: Increase Prestige
 - l. Social Agency
-
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Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	212	3,501	12,032	137	2,023	6,674	75	1,478	5,358
Mean	53.9	53.6	53.2	55.5	55.1	54.7	50.9	51.2	50.9
Standard Deviation	8.49	9.03	9.04	8.39	9.05	9.17	7.88	8.46	8.31
Significance	-			-			-		
Effect Size	-	0.03	0.07	-	0.05	0.08	-	-0.04	0.00
25th percentile	48.4	46.6	46.6	49.1	49.1	48.8	46.6	46.2	46.2
75th percentile	59.8	60.2	59.6	61.4	61.4	61.1	56.9	57.2	57.0

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How many of the following have you published?

* Articles in academic and professional journals (3.09)

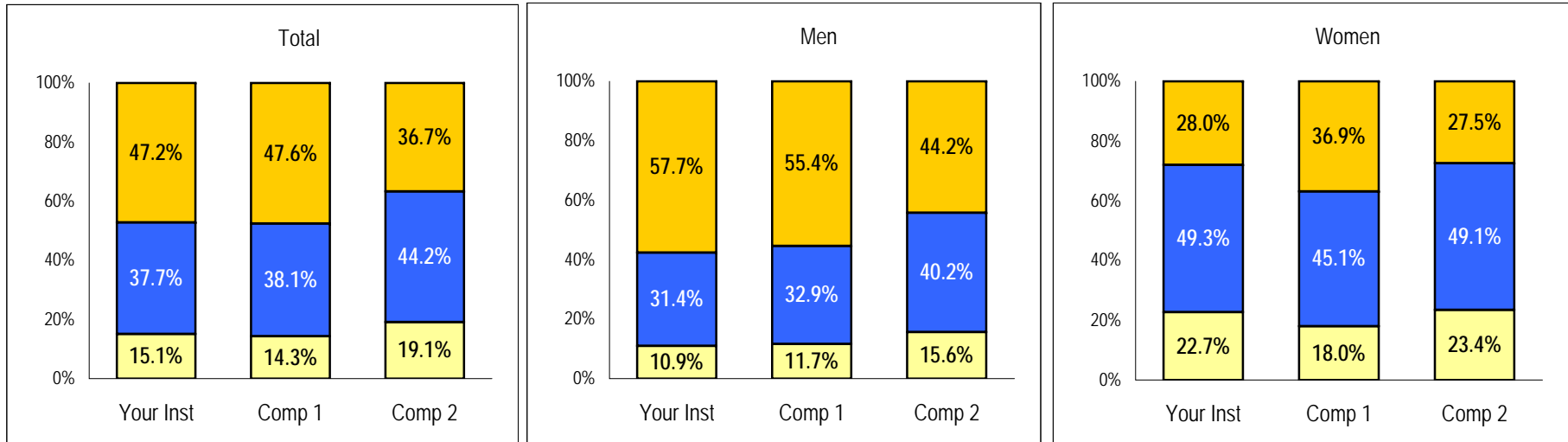
* How many of your professional writings have been published or accepted for publication in the last two years (2.53)

* Chapters in edited volumes (2.11)

Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	212	3,501	12,032	137	2,023	6,674	75	1,478	5,358
High Scholarly Productivity	47.2%	47.6%	36.7%	57.7%	55.4%	44.2%	28.0%	36.9%	27.5%
Average Scholarly Productivity	37.7%	38.1%	44.2%	31.4%	32.9%	40.2%	49.3%	45.1%	49.1%
Low Scholarly Productivity	15.1%	14.3%	19.1%	10.9%	11.7%	15.6%	22.7%	18.0%	23.4%
Significance (based on High score group)	-		*	-		*	-		

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How many of the following have you published?

* Articles in academic and professional journals (3.09)

* How many of your professional writings have been published or accepted for publication in the last two years (2.53)

* Chapters in edited volumes (2.11)

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HERI Theme Reports

How to Read the CIRP Theme Reports

- a. Professional Practice: Teaching
 - b. Professional Practice: Scholarship
 - c. Professional Practice: Service
 - d. Institutional Support and Resources
 - e. Goals for Undergraduate Education
 - f. Diversity
 - g. Satisfaction
 - h. Institutional Priorities
 - i. Interaction with Students
 - j. Habits of Mind
 - k. Health and Wellness
 - l. Relationship with Administration
-
-

HERI Faculty Survey
 Full-time Undergraduate Faculty
Satisfaction
 HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	25.9%	20.6%	20.3%	25.5%	22.1%	21.2%	26.7%	18.2%	18.9%	
Considered leaving academe for another job?										
Yes	44.3%	31.7%	31.4%	43.1%	30.0%	29.0%	46.7%	34.6%	35.1%	
Considered leaving this institution for another?										
Yes	62.7%	49.5%	48.3%	62.0%	51.2%	49.0%	64.0%	46.7%	47.3%	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes / Probably yes	55.2%	67.4%	69.3%	58.4%	66.7%	69.7%	49.3%	68.5%	68.7%	
Mean	3.46	3.79	3.86	3.47	3.76	3.86	3.44	3.83	3.85	
Standard deviation	1.15	1.15	1.15	1.19	1.18	1.16	1.07	1.10	1.14	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.29	-0.35	-	-0.25	-0.34	-	-0.35	-0.36	
Still want to be a college professor?										
Definitely yes / Probably yes	81.1%	86.8%	87.5%	83.9%	88.0%	88.5%	76.0%	84.8%	86.0%	
Mean	4.25	4.43	4.45	4.38	4.49	4.49	4.03	4.33	4.38	
Standard deviation	0.89	0.82	0.82	0.88	0.80	0.81	0.87	0.84	0.83	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.22	-0.24	-	-0.14	-0.14	-	-0.36	-0.42	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied / Satisfied	28.3%	47.0%	48.8%	31.4%	47.5%	50.3%	22.6%	46.2%	46.7%	
Mean	1.97	2.36	2.39	2.03	2.38	2.42	1.85	2.34	2.34	
Standard deviation	0.90	0.91	0.92	0.90	0.92	0.93	0.90	0.91	0.91	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.43	-0.46	-	-0.38	-0.42	-	-0.54	-0.54	

HERI Faculty Survey
 Full-time Undergraduate Faculty
Satisfaction
 HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Health benefits										
Very satisfied / Satisfied	33.4%	72.3%	73.3%	30.8%	70.7%	71.7%	37.8%	74.9%	75.7%	
Mean	2.10	2.87	2.90	2.07	2.84	2.87	2.16	2.93	2.94	
Standard deviation	0.82	0.81	0.81	0.82	0.83	0.82	0.83	0.78	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.95	-0.99	-	-0.93	-0.98	-	-0.99	-0.99	
Retirement benefits										
Very satisfied / Satisfied	41.3%	67.1%	69.8%	43.3%	67.6%	70.3%	37.9%	66.4%	69.2%	Job Satisfaction: Compensation
Mean	2.25	2.74	2.80	2.26	2.75	2.81	2.24	2.72	2.79	
Standard deviation	0.82	0.79	0.80	0.83	0.80	0.80	0.79	0.77	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.62	-0.69	-	-0.61	-0.69	-	-0.62	-0.69	
Opportunity for scholarly pursuits										
Very satisfied / Satisfied	42.1%	60.0%	60.8%	46.3%	63.2%	64.9%	34.2%	54.9%	54.3%	Job Satisfaction: Compensation
Mean	2.38	2.57	2.56	2.38	2.58	2.60	2.37	2.54	2.51	
Standard deviation	0.83	0.88	0.91	0.82	0.86	0.89	0.86	0.90	0.93	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.22	-0.20	-	-0.23	-0.25	-	-0.19	-0.15	
Teaching load										
Very satisfied / Satisfied	51.9%	59.1%	59.3%	52.5%	59.0%	60.9%	50.7%	59.3%	57.0%	Job Satisfaction: Compensation
Mean	2.38	2.57	2.56	2.38	2.58	2.60	2.37	2.54	2.51	
Standard deviation	0.83	0.88	0.91	0.82	0.86	0.89	0.86	0.90	0.93	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.22	-0.20	-	-0.23	-0.25	-	-0.19	-0.15	
Quality of students										
Very satisfied / Satisfied	50.4%	48.7%	53.0%	48.2%	43.8%	50.1%	54.7%	56.5%	57.3%	
Mean	2.42	2.41	2.49	2.39	2.34	2.45	2.49	2.52	2.56	
Standard deviation	0.76	0.82	0.86	0.78	0.82	0.87	0.72	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.08	-	0.06	-0.07	-	-0.04	-0.08	

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 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Office/lab space										
Very satisfied / Satisfied	72.5%	69.7%	70.1%	78.0%	68.7%	69.8%	62.7%	71.6%	70.5%	
Mean	2.87	2.82	2.82	2.94	2.78	2.80	2.73	2.88	2.85	
Standard deviation	0.85	0.90	0.92	0.79	0.90	0.90	0.95	0.92	0.94	
Significance	-			-	*		-			
Effect size	-	0.06	0.05	-	0.18	0.16	-	-0.16	-0.13	
Autonomy and independence										
Very satisfied / Satisfied	83.9%	86.0%	85.6%	84.0%	86.1%	86.0%	83.7%	85.9%	85.1%	Job Satisfaction: Workplace
Mean	3.11	3.25	3.24	3.09	3.24	3.25	3.16	3.26	3.22	
Standard deviation	0.77	0.78	0.77	0.74	0.76	0.76	0.83	0.81	0.79	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.18	-0.17	-	-0.20	-0.21	-	-0.12	-0.08	
Professional relationships with other faculty										
Very satisfied / Satisfied	75.0%	76.0%	75.8%	75.9%	74.5%	75.0%	73.3%	78.4%	76.9%	Job Satisfaction: Workplace
Mean	2.89	2.95	2.96	2.89	2.90	2.94	2.88	3.04	3.00	
Standard deviation	0.81	0.88	0.87	0.83	0.88	0.87	0.79	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.01	-0.06	-	-0.19	-0.14	
Social relationships with other faculty										
Very satisfied / Satisfied	66.7%	63.9%	64.1%	61.2%	61.4%	62.1%	76.7%	67.9%	67.1%	
Mean	2.76	2.69	2.71	2.68	2.62	2.66	2.90	2.80	2.78	
Standard deviation	0.84	0.88	0.87	0.88	0.87	0.87	0.73	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.07	0.02	-	0.11	0.14	
Competency of colleagues										
Very satisfied / Satisfied	74.0%	77.0%	78.2%	71.4%	75.8%	77.7%	78.7%	79.0%	78.9%	Job Satisfaction: Workplace
Mean	2.86	2.97	3.00	2.78	2.94	2.98	3.00	3.04	3.03	
Standard deviation	0.76	0.82	0.81	0.78	0.82	0.81	0.70	0.82	0.82	
Significance	-		*	-	*	**	-			
Effect size	-	-0.13	-0.17	-	-0.20	-0.25	-	-0.05	-0.04	

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Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied / Satisfied	60.7%	71.2%	72.9%	62.8%	75.4%	76.5%	56.7%	64.3%	67.4%	
Mean	2.66	2.88	2.93	2.72	2.96	3.00	2.57	2.75	2.82	
Standard deviation	0.92	0.96	0.95	0.91	0.93	0.93	0.95	0.98	0.98	
Significance	-	**	***	-	**	***	-		*	
Effect size	-	-0.23	-0.28	-	-0.26	-0.30	-	-0.18	-0.26	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied / Satisfied	62.6%	66.6%	67.7%	68.4%	66.4%	68.5%	52.0%	67.2%	66.2%	
Mean	2.73	2.79	2.82	2.84	2.79	2.84	2.55	2.81	2.79	
Standard deviation	1.00	1.04	1.03	0.99	1.06	1.03	1.00	1.02	1.04	
Significance	-			-			-	*	*	
Effect size	-	-0.06	-0.09	-	0.05	0.00	-	-0.25	-0.23	
Course assignments										Job Satisfaction: Workplace
Very satisfied / Satisfied	74.5%	81.2%	82.0%	78.0%	80.5%	82.3%	68.1%	82.2%	81.6%	
Mean	2.88	3.02	3.05	2.93	3.00	3.05	2.78	3.05	3.06	
Standard deviation	0.75	0.75	0.75	0.72	0.73	0.73	0.81	0.78	0.78	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.19	-0.23	-	-0.10	-0.16	-	-0.35	-0.36	
Freedom to determine course content										
Very satisfied / Satisfied	93.7%	92.0%	91.8%	94.9%	92.3%	92.5%	91.8%	91.6%	90.6%	
Mean	3.44	3.42	3.42	3.45	3.43	3.44	3.44	3.41	3.40	
Standard deviation	0.67	0.71	0.70	0.64	0.70	0.69	0.73	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.03	0.01	-	0.04	0.05	
Availability of child care at this institution										
Very satisfied / Satisfied	28.2%	25.0%	27.7%	36.4%	30.8%	31.9%	17.7%	17.8%	22.3%	
Mean	1.90	1.73	1.80	2.23	1.89	1.91	1.47	1.54	1.67	
Standard deviation	1.05	0.97	1.01	0.92	0.98	1.03	1.07	0.91	0.96	
Significance	-			-			-			
Effect size	-	0.18	0.10	-	0.35	0.31	-	-0.08	-0.21	

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 Full-time Undergraduate Faculty
Satisfaction
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 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Sample University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Prospects for career advancement										Job Satisfaction: Compensation
Very satisfied / Satisfied	37.5%	52.3%	53.8%	43.7%	53.6%	55.4%	26.1%	49.9%	51.3%	
Mean	2.15	2.41	2.44	2.25	2.42	2.47	1.97	2.38	2.41	
Standard deviation	0.84	0.92	0.93	0.87	0.91	0.92	0.75	0.92	0.93	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.28	-0.31	-	-0.19	-0.24	-	-0.45	-0.47	
Clerical/administrative support										
Very satisfied / Satisfied	43.8%	55.2%	57.2%	46.7%	54.6%	57.8%	38.7%	56.0%	56.3%	
Mean	2.33	2.53	2.57	2.37	2.53	2.59	2.27	2.53	2.54	
Standard deviation	0.97	0.99	0.98	0.99	0.98	0.97	0.93	1.00	1.00	
Significance	-	**	***	-	-	**	-	*	*	
Effect size	-	-0.20	-0.24	-	-0.16	-0.23	-	-0.26	-0.27	
Overall job satisfaction										
Very satisfied / Satisfied	58.9%	73.2%	74.1%	59.9%	72.3%	74.4%	57.3%	74.5%	73.7%	
Mean	2.58	2.85	2.88	2.59	2.83	2.89	2.55	2.86	2.86	
Standard deviation	0.76	0.77	0.79	0.78	0.79	0.80	0.72	0.74	0.76	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.35	-0.38	-	-0.30	-0.38	-	-0.42	-0.41	
Tuition remission for your children/dependents										
Very satisfied / Satisfied	17.2%	56.1%	63.0%	15.6%	54.7%	62.6%	21.5%	58.3%	63.5%	
Mean	1.36	2.48	2.69	1.32	2.46	2.70	1.46	2.52	2.68	
Standard deviation	0.79	1.17	1.15	0.73	1.17	1.15	0.92	1.16	1.14	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.96	-1.16	-	-0.97	-1.20	-	-0.91	-1.07	