University of Wisconsin-Whitewater
HERI Faculty Survey
2016-2017 Results

Full-Time Undergraduate Teaching Faculty

University of Wisconsin-Whitewater
N=214

PUBLIC 4YR COLLEGES - HIGH SELECTIVITY
N=1,877

Higher Education Research Institute, University of California at Los Angeles
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.

- Pedagogical practices
- Research and service activities
- Satisfaction and stress
- Institutional and departmental climate
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A Note about HERI 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
Demographics

Sex

- Male: 51.4%
- Female: 48.6%

Race/Ethnicity

- African American/Black: 3.4%
- American Indian/Alaska Native: 0.0%
- Asian American/Asian: 7.5%
- Latino: 1.4%
- White/Caucasian: 82.2%
- Other Race/Ethnicity: 2.1%
- Two or More Races/Ethnicities: 3.4%
Demographics

African American/Black:
- Your Institution: 3.4%
- Comparison Group: 2.9%

American Indian/Alaska Native:
- Your Institution: 0.0%
- Comparison Group: 0.2%

Asian American/Asian:
- Your Institution: 7.5%
- Comparison Group: 6.2%

Latino:
- Your Institution: 1.4%
- Comparison Group: 2.3%

White/Caucasian:
- Your Institution: 82.2%
- Comparison Group: 81.9%

Other Race/Ethnicity:
- Your Institution: 2.1%
- Comparison Group: 2.0%

Two or More Races/Ethnicities:
- Your Institution: 3.4%
- Comparison Group: 4.6%
Demographics

Academic Department (Aggregated)

- Agriculture or Forestry: Men 0.0% Women 0.0%, Men 11.6%, Women 11.6%
- Biological Sciences: Men 7.4% Women 15.9%, Men 14.8%, Women 14.8%
- Business: Men 11.6% Women 11.6%
- Education: Men 11.6% Women 11.6%
- Engineering: Men 8.7% Women 8.6%
- English: Men 0.0% Women 0.0%
- Health-related: Men 0.0% Women 0.0%
- History or Political Science: Men 2.9% Women 1.2%
- Humanities: Men 1.4% Women 6.2%
- Fine Arts: Men 7.4% Women 13.0%
- Mathematics or Statistics: Men 4.3% Women 4.9%
- Physical Sciences: Men 2.5% Women 10.1%
- Social Sciences: Men 5.8% Women 18.5%
- Other Technical: Men 1.4% Women 0.0%
- Other Non-technical: Men 13.0% Women 13.6%
Teaching Practices
Student-Centered Pedagogy

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

- Student presentations
- Student evaluations of each others’ work
- Class discussions
- Cooperative learning (small groups)
- Experiential learning/Field studies
- Group projects
- 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.

Your Institution

Comparison Group

- Frequently
- Occasionally

Support their opinions with a logical argument
Seek solutions to problems and explain them to others
Look up scientific research articles and resources
Explore topics on their own, even though it was not required for class
Accept mistakes as part of the learning process

2016-2017 HERI Faculty Survey
Technology in the Classroom

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

Your Institution

- Videos or podcasts: 47.4% (Frequently), 45.4% (Occasionally)
- Simulations/animations: 17.5% (Frequently), 39.2% (Occasionally)
- Online homework or virtual labs: 19.3% (Frequently), 43.4% (Occasionally)
- Online discussion boards: 33.1% (Frequently), 35.5% (Occasionally)
- Audience response systems to gauge students’ understanding (e.g., clickers): 4.0% (Frequently), 12.1% (Occasionally)

Comparison Group

- Videos or podcasts: 43.9% (Frequently), 42.9% (Occasionally)
- Simulations/animations: 33.1% (Frequently), 31.4% (Occasionally)
- Online homework or virtual labs: 24.4% (Frequently), 22.6% (Occasionally)
- Online discussion boards: 45.9% (Frequently), 37.9% (Occasionally)
- Audience response systems to gauge students’ understanding (e.g., clickers): 6.2% (Frequently), 16.8% (Occasionally)
Types of Courses Faculty Teach

- Taught an honors course: 19.7%
- Taught a seminar for first-year students: 25.1%
- Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies): 18.3%
- Taught a service-learning course: 13.5%
- Taught a seminar: 14.3%
- Taught a service-learning course: 17.4%
- Taught a service-learning course: 22.1%

[Your Institution] [Comparison Group]
Average Number of Courses Taught This Term

<table>
<thead>
<tr>
<th></th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
<td>4.39</td>
<td>4.08</td>
</tr>
<tr>
<td>Men</td>
<td>4.39</td>
<td>4.10</td>
</tr>
<tr>
<td>Women</td>
<td>4.38</td>
<td>4.06</td>
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</tbody>
</table>

2016-2017 HERI Faculty Survey
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 three years
Foci of Faculty Research

- Conducted research or writing focused on international/global issues: Your Institution 36.2%, Comparison Group 36.3%
- Conducted research or writing focused on racial or ethnic minorities: Your Institution 27.3%, Comparison Group 30.1%
- Conducted research or writing focused on women or gender issues: Your Institution 27.5%, Comparison Group 27.7%
- Engaged in academic research that spans multiple disciplines: Your Institution 72.6%, Comparison Group 69.0%
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

2016-2017 HERI Faculty Survey

Your Institution
- Very Satisfied
- Satisfied

Comparison Group
- Very Satisfied
- Satisfied

Autonomy and independence: 37.0% Very Satisfied, 41.1% Satisfied
Teaching load: 5.9% Very Satisfied, 45.7% Satisfied
Departmental leadership: 36.7% Very Satisfied, 35.9% Satisfied
Departmental support for work/life balance: 28.8% Very Satisfied, 25.3% Satisfied
Satisfaction with Compensation

Your Institution

Comparison Group

Your Institution:
- Very Satisfied
- Satisfied

Comparison Group:
- Very Satisfied
- Satisfied

2016-2017 HERI Faculty Survey
Faculty Satisfaction with Pay Equity and Family Flexibility

Relative equity of salary and job benefits
- Your Institution: 21.2% Very Satisfied, 5.3% Satisfied
- Comparison Group: 34.5% Very Satisfied, 8.6% Satisfied

Flexibility in relation to family matters or emergencies
- Your Institution: 31.8% Very Satisfied, 52.6% Satisfied
- Comparison Group: 36.8% Very Satisfied, 49.5% Satisfied

Overall job
- Your Institution: 12.3% Very Satisfied, 62.3% Satisfied
- Comparison Group: 23.5% Very Satisfied, 57.6% Satisfied

2016-2017 HERI Faculty Survey
Overall Faculty Job Satisfaction by Race

- **American Indian/Alaska Native**: 9.1% Very Satisfied, 72.7% Satisfied
- **Asian American/Asian**: 40.0% Very Satisfied, 60.0% Satisfied
- **African American/Black**: 100.0% Very Satisfied, 0.0% Satisfied
- **Latino**: 62.5% Very Satisfied, 33.3% Satisfied
- **White/Caucasian**: 13.3% Very Satisfied, 0.0% Satisfied
- **Other Race/Ethnicity**: 0.0% Very Satisfied, 60.0% Satisfied
- **Two or More Races/Ethnicities**: 0.0% Very Satisfied, 60.0% Satisfied

*2016-2017 HERI Faculty Survey*
Overall Satisfaction

“If given the choice, would you still to come to this institution?”

- Definitely Yes: 35.5% (Your Institution), 44.7% (Comparison Group)
- Probably Yes: 40.1% (Your Institution), 36.3% (Comparison Group)
- Not Sure: 12.5% (Your Institution), 11.2% (Comparison Group)
- Probably No: 7.9% (Your Institution), 5.2% (Comparison Group)
- Definitely No: 3.9% (Your Institution), 2.6% (Comparison Group)
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
- Students
- Research or publishing demands
- Institutional procedures/red tape
- Teaching load
- Lack of personal time
- Self-imposed high expectations
Stress Due to Discrimination, by Gender

Your Institution
- Extensive
- Somewhat

Comparison Group
- Extensive
- Somewhat

All Faculty
- Extensive: 5.1%
- Somewhat: 25.0%

Men Faculty
- Extensive: 5.8%
- Somewhat: 23.8%

Women Faculty
- Extensive: 5.5%
- Somewhat: 31.5%

2016-2017 HERI Faculty Survey
Stress Due to Discrimination, by Race

2016-2017 HERI Faculty Survey
Additional Sources of Faculty Stress

“What please indicate the extent to which each of the following has been a source of stress for you during the past year.”

Your Institution

Comparison Group

Extensive

Somewhat

Research or publishing demands

49.3%

51.8%

19.7%

20.4%

Review/promotion process

41.7%

44.0%

16.0%

17.8%

Job security

39.2%

24.7%

12.2%

8.8%

Increased work responsibilities

60.7%

51.2%

20.0%

23.5%

Institutional budget cuts

50.0%

42.3%

34.2%

19.1%
Faculty Perspectives on Campus Climate
Institutional Priority: Commitment to Diversity

Recruit more minority students: 42.2% (Your Institution), 21.4% (Comparison Group)

Promote gender diversity in the faculty and administration: 44.1% (Your Institution), 19.1% (Comparison Group)

Promote racial and ethnic diversity in the faculty and administration: 39.6% (Your Institution), 27.0% (Comparison Group)

2016-2017 HERI Faculty Survey
Perspectives on Campus Climate for Diversity

- This institution has effective hiring practices and policies that increase faculty diversity: Your Institution 53.8%, Comparison Group 52.5%
- This institution takes responsibility for educating underprepared students: Your Institution 31.2%, Comparison Group 22.8%
- Faculty are not prepared to deal with conflict over diversity issues in the classroom: Your Institution 10.3%, Comparison Group 9.3%

2016-2017 HERI Faculty Survey
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

- Facilitate student involvement in community service
- Provide resources for faculty to engage in community-based teaching or research
- Create and sustain partnerships with surrounding communities
Institutional Priority: Increasing Prestige

- Increase or maintain institutional prestige: Your Institution 42.1%, Comparison Group 39.9%
- Hire faculty "stars": Your Institution 5.3%, Comparison Group 17.8%
- Increase the selectivity of the student body through more competitive admissions criteria: Your Institution 7.2%, Comparison Group 6.4%
Faculty’s Perspectives on Campus and Departmental Climate

- There is a lot of campus racial conflict here
  - **Your Institution**: 4.5% Strongly Agree, 32.7% Somewhat Agree
  - **Comparison Group**: 4.3% Strongly Agree

- My research is valued by faculty in my department
  - **Your Institution**: 31.0% Strongly Agree, 44.9% Somewhat Agree
  - **Comparison Group**: 44.2% Strongly Agree

- My teaching is valued by faculty in my department
  - **Your Institution**: 36.4% Strongly Agree, 32.1% Somewhat Agree
  - **Comparison Group**: 56.2% Strongly Agree, 58.6% Somewhat Agree

- My service is valued by faculty in my department
  - **Your Institution**: 42.1% Strongly Agree, 38.3% Somewhat Agree
  - **Comparison Group**: 47.8% Strongly Agree
Faculty Perspectives on Shared Governance

- The faculty are typically at odds with campus administration:
  - Your Institution: 31.4% Strongly Agree, 32.9% Somewhat Agree
  - Comparison Group: 46.5% Strongly Agree, 42% Somewhat Agree

- Administrators consider faculty concerns when making policy:
  - Your Institution: 55.1% Strongly Agree, 52.9% Somewhat Agree
  - Comparison Group: 53.1% Strongly Agree, 46.5% Somewhat Agree

- Faculty are sufficiently involved in campus decision-making:
  - Your Institution: 17.7% Strongly Agree, 15.2% Somewhat Agree
  - Comparison Group: 15.0% Strongly Agree, 18.6% Somewhat Agree
Institutional Commitment

- In the past year, have you considered leaving academe for another job? 44.4%
- In the past year, have you considered leaving this institution for another? 51.7%
- Do you plan to retire within the next three years? 44.3%

Your Institution ■ Comparison Group
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
Staff Climate Survey

Please contact:
heri@ucla.edu
(310) 825-1925
www.heri.ucla.edu