

Earlham College HERI Faculty Survey 2016-2017 Results

Full-Time Undergraduate Teaching Faculty

Earlham College
N=92

OTHER RELIGIOUS 4YR COLLEGES - HIGH SELECTIVITY
N=2,792

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.

- 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.

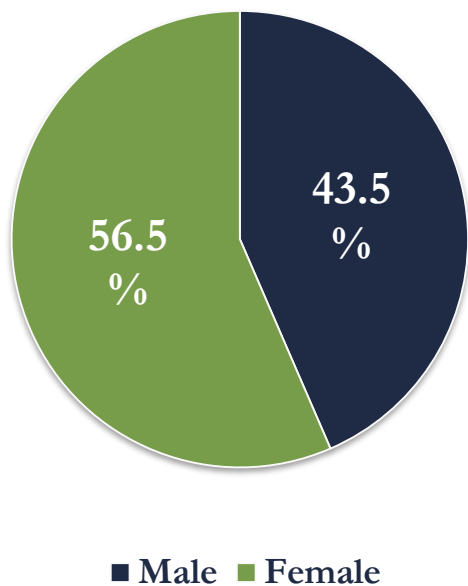
Constructs

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.

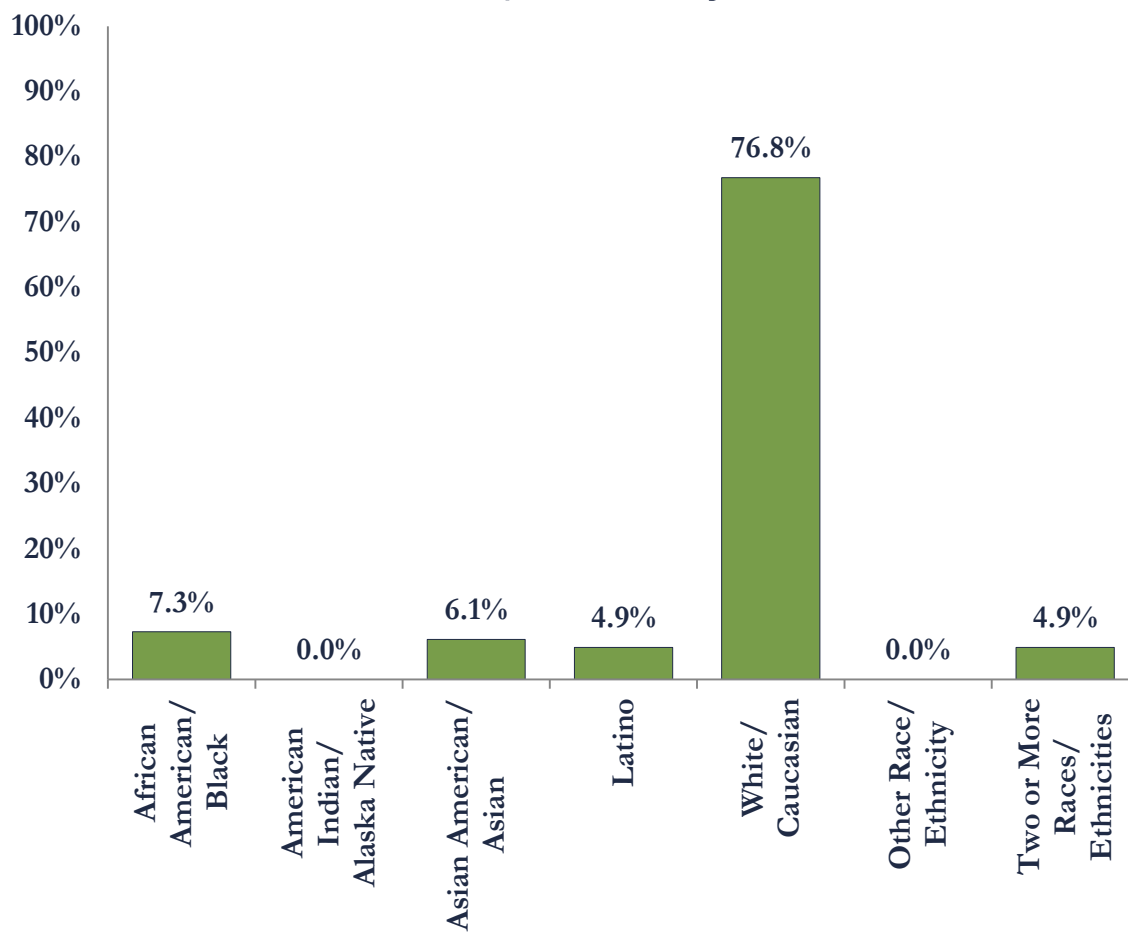
Demographics

Demographics

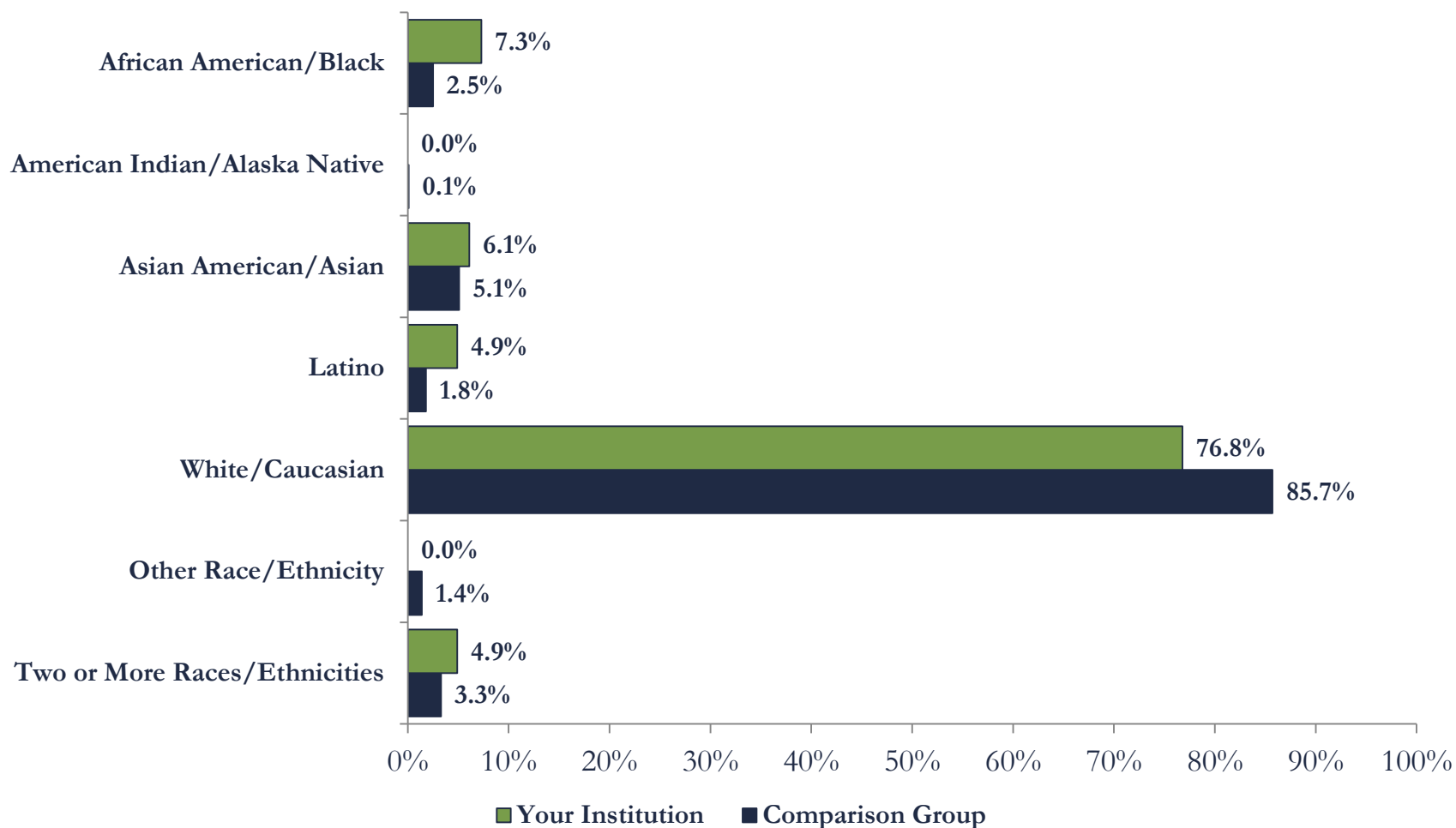
Sex



Race/Ethnicity

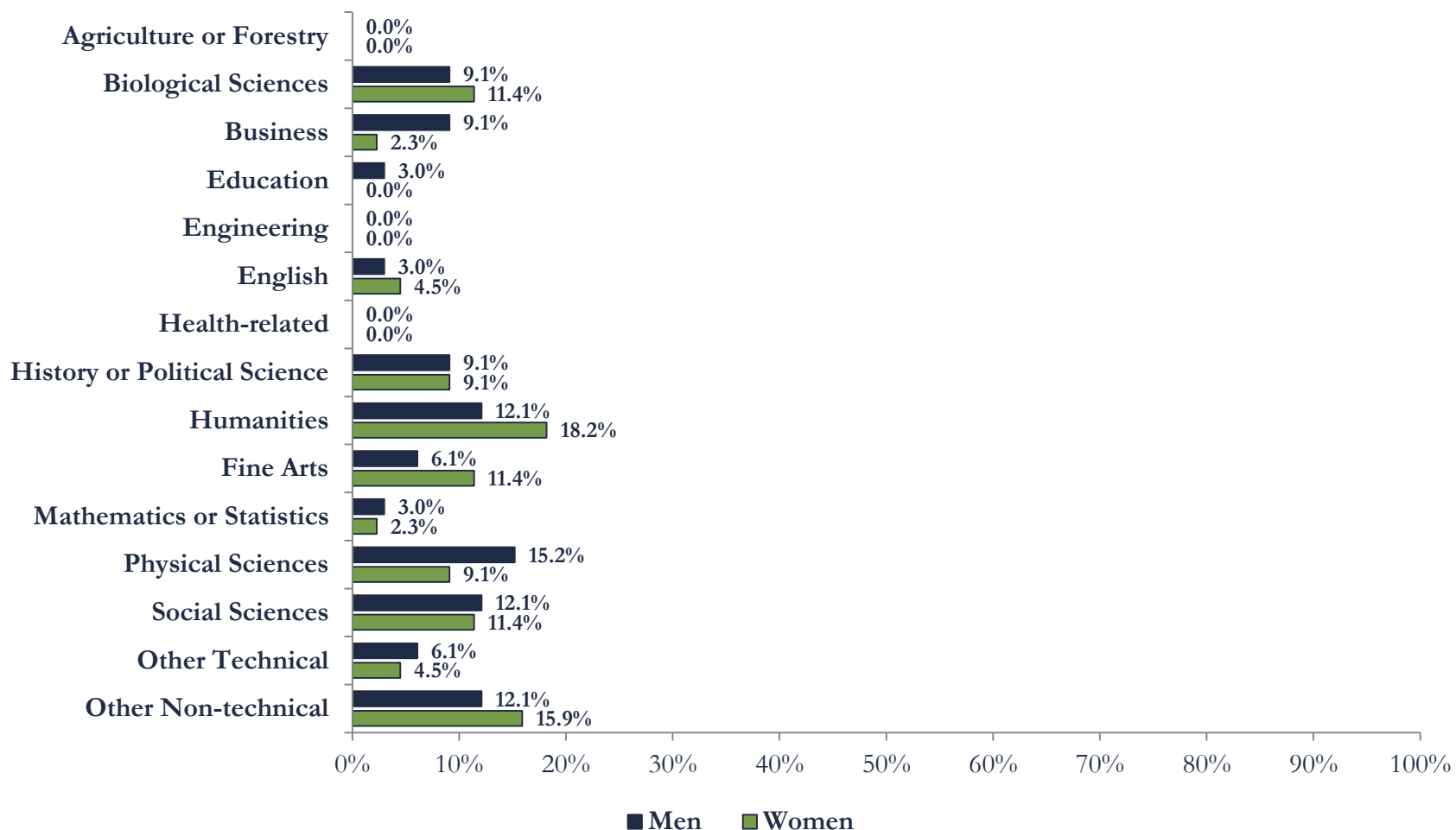


Demographics



Demographics

Academic Department (Aggregated)



Teaching Practices

Student-Centered Pedagogy

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

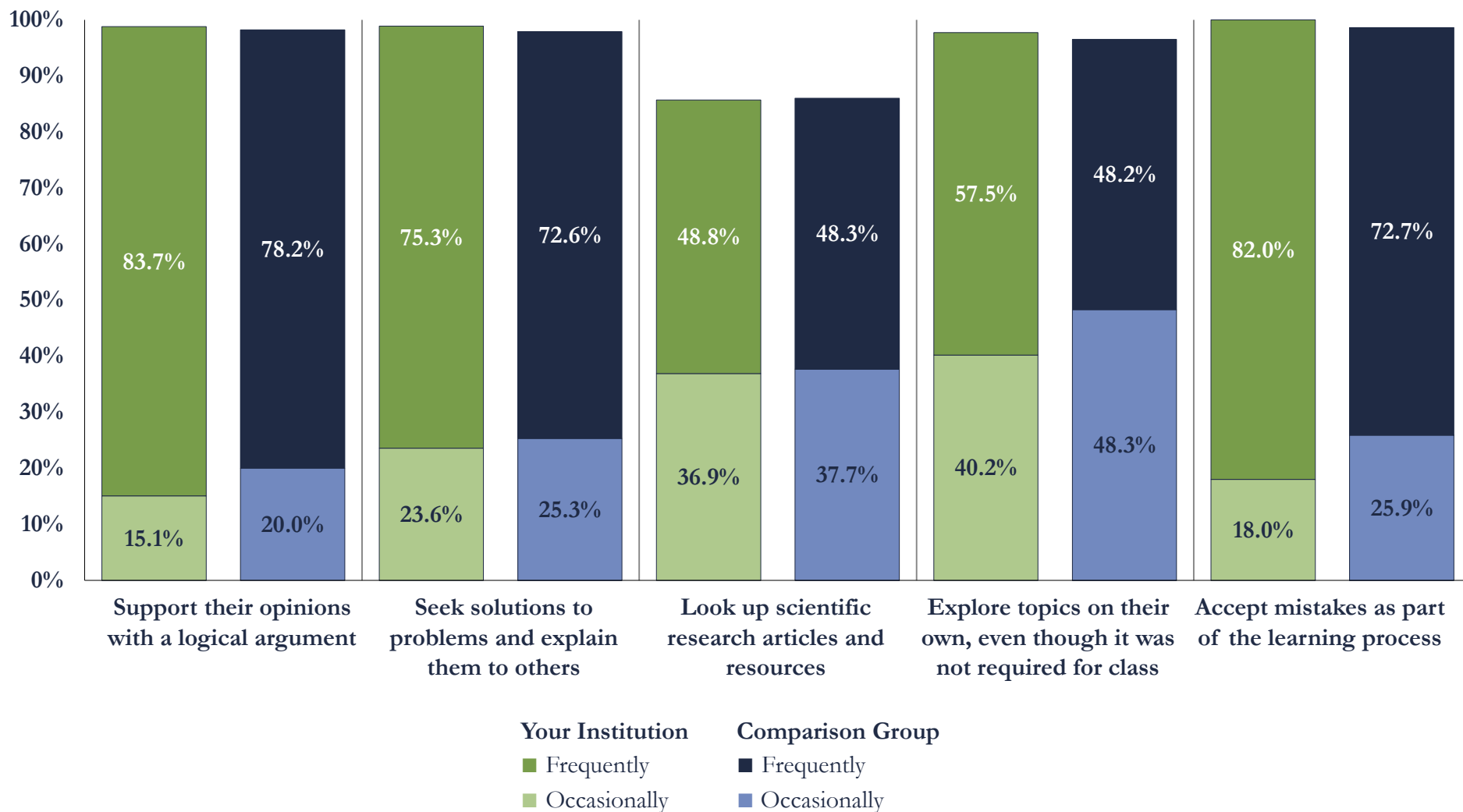


Construct Items

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

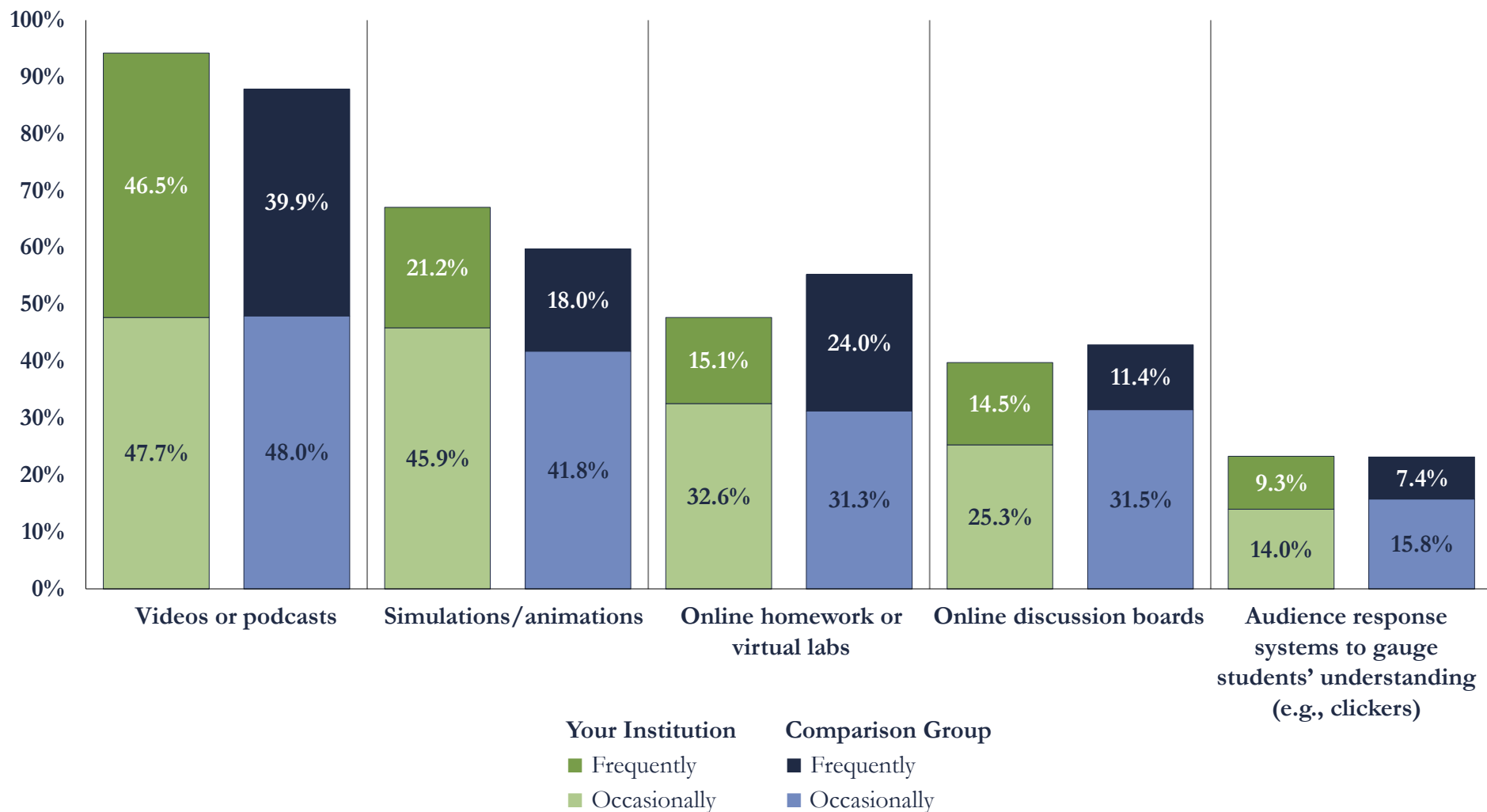
Habits of Mind

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

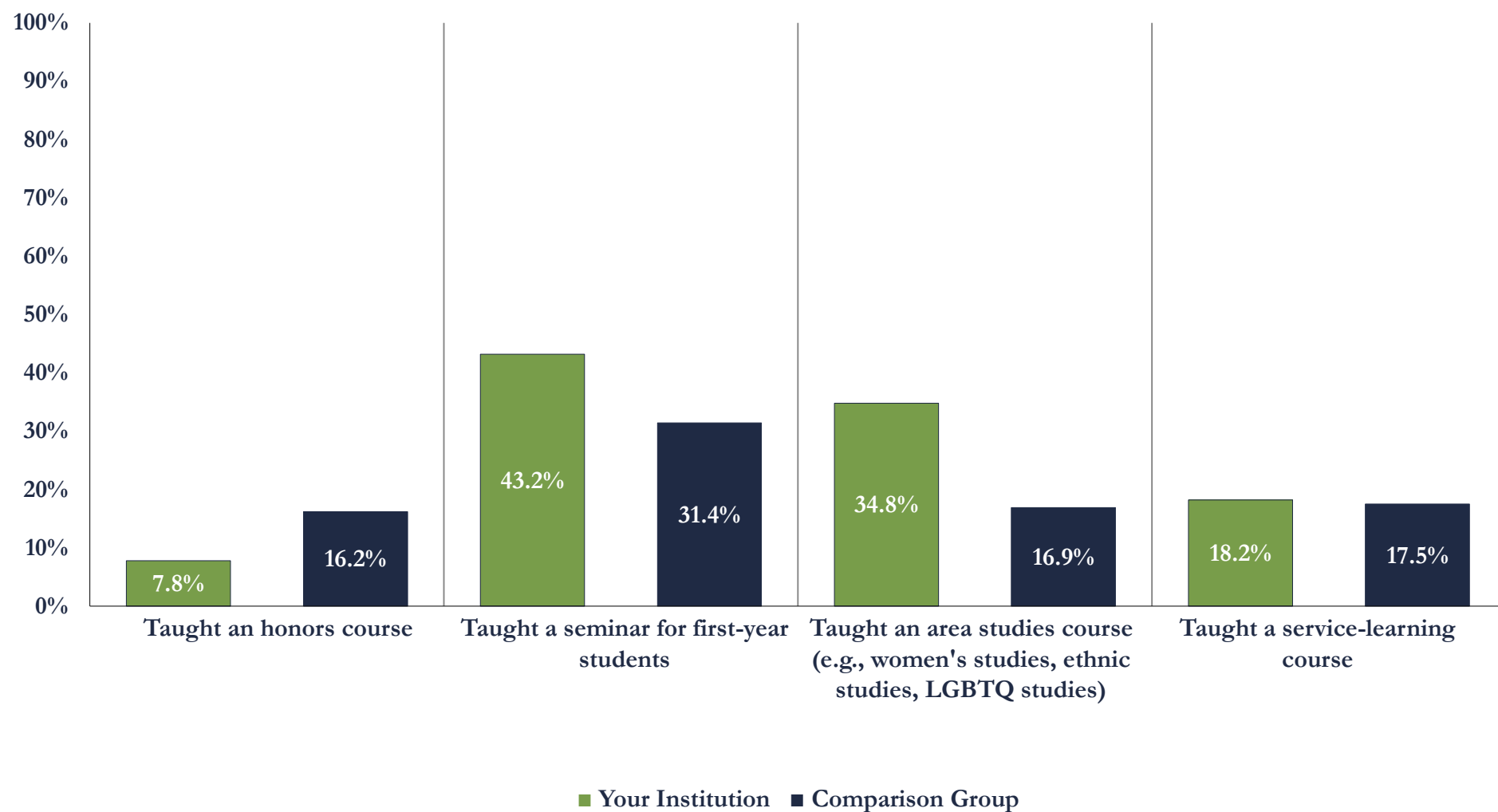


Technology in the Classroom

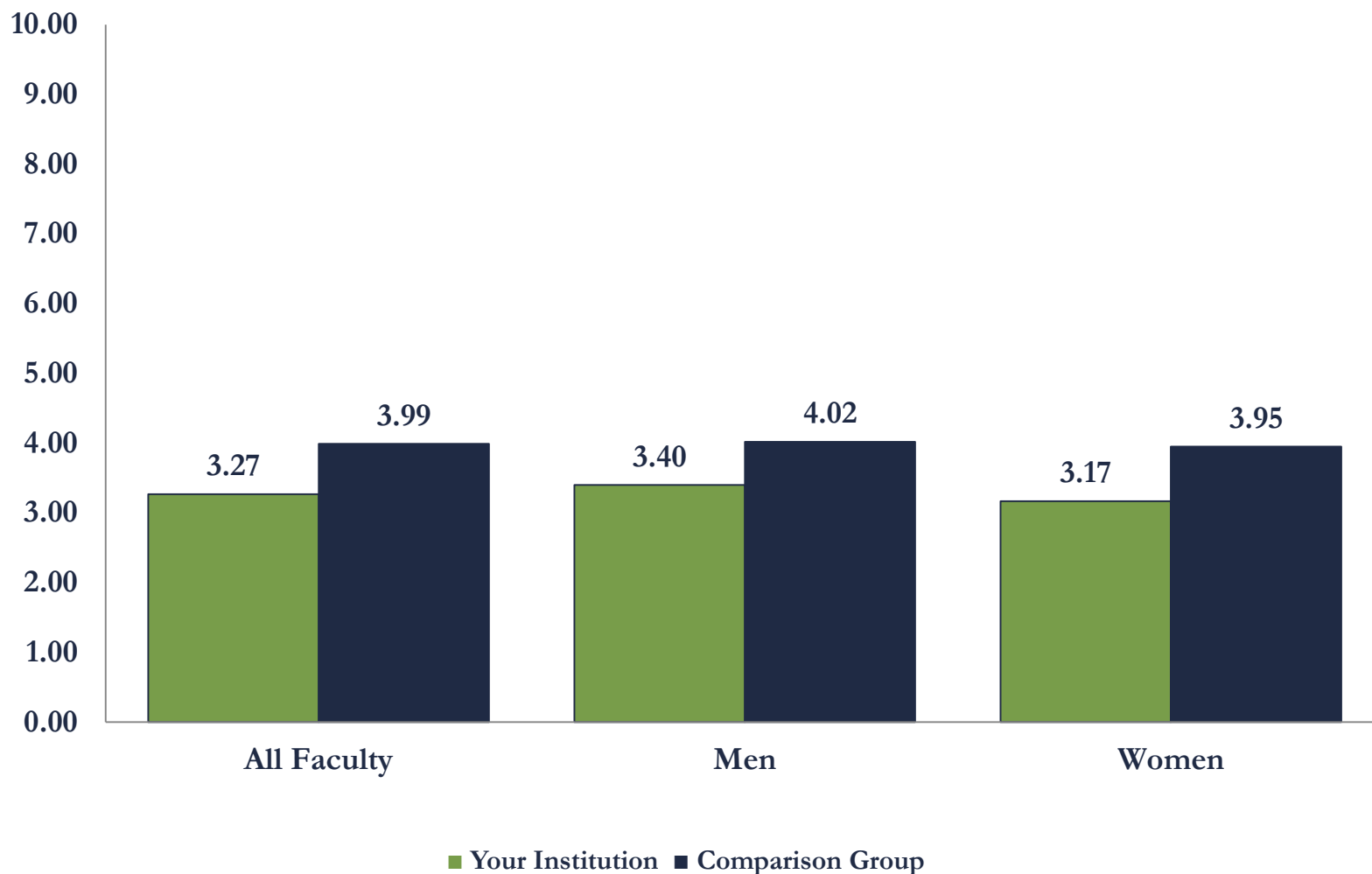
Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.



Types of Courses Faculty Teach



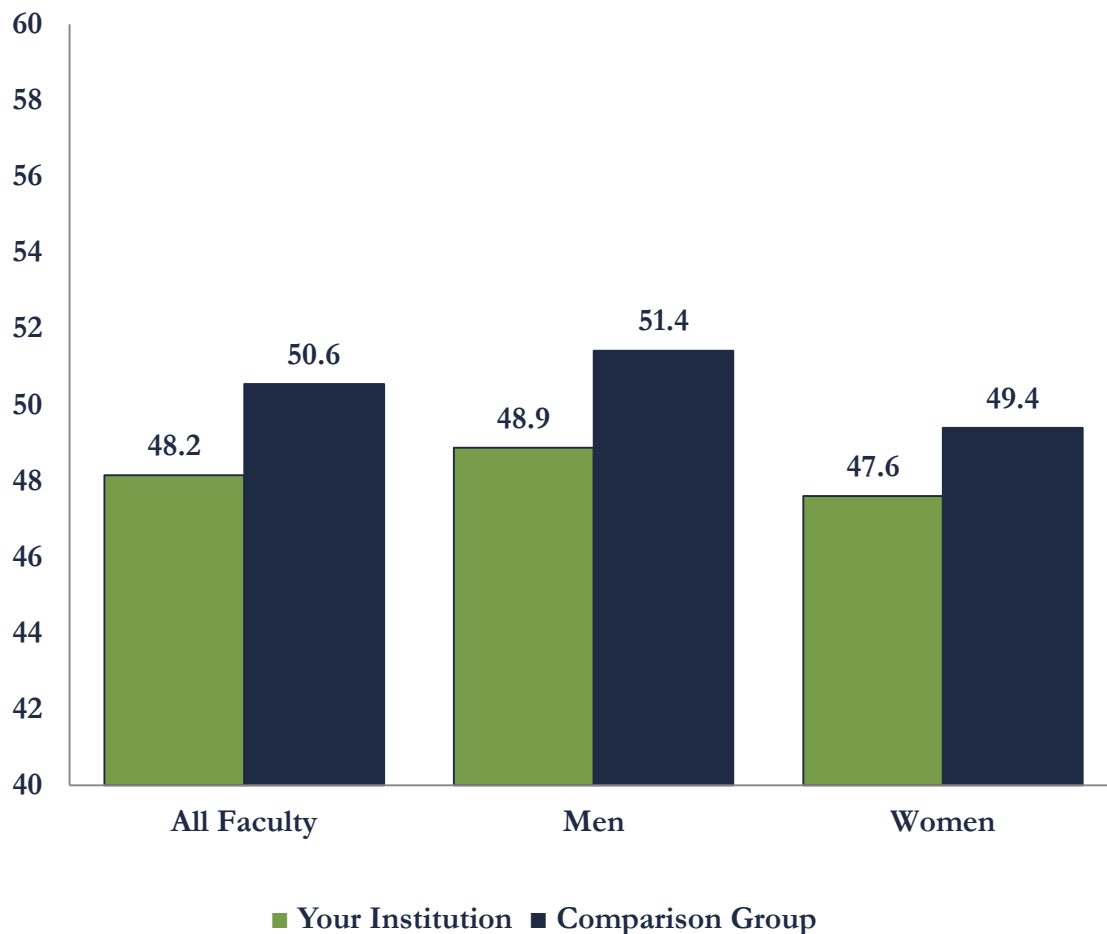
Average Number of Courses Taught This Term



Research Activities

Scholarly Productivity

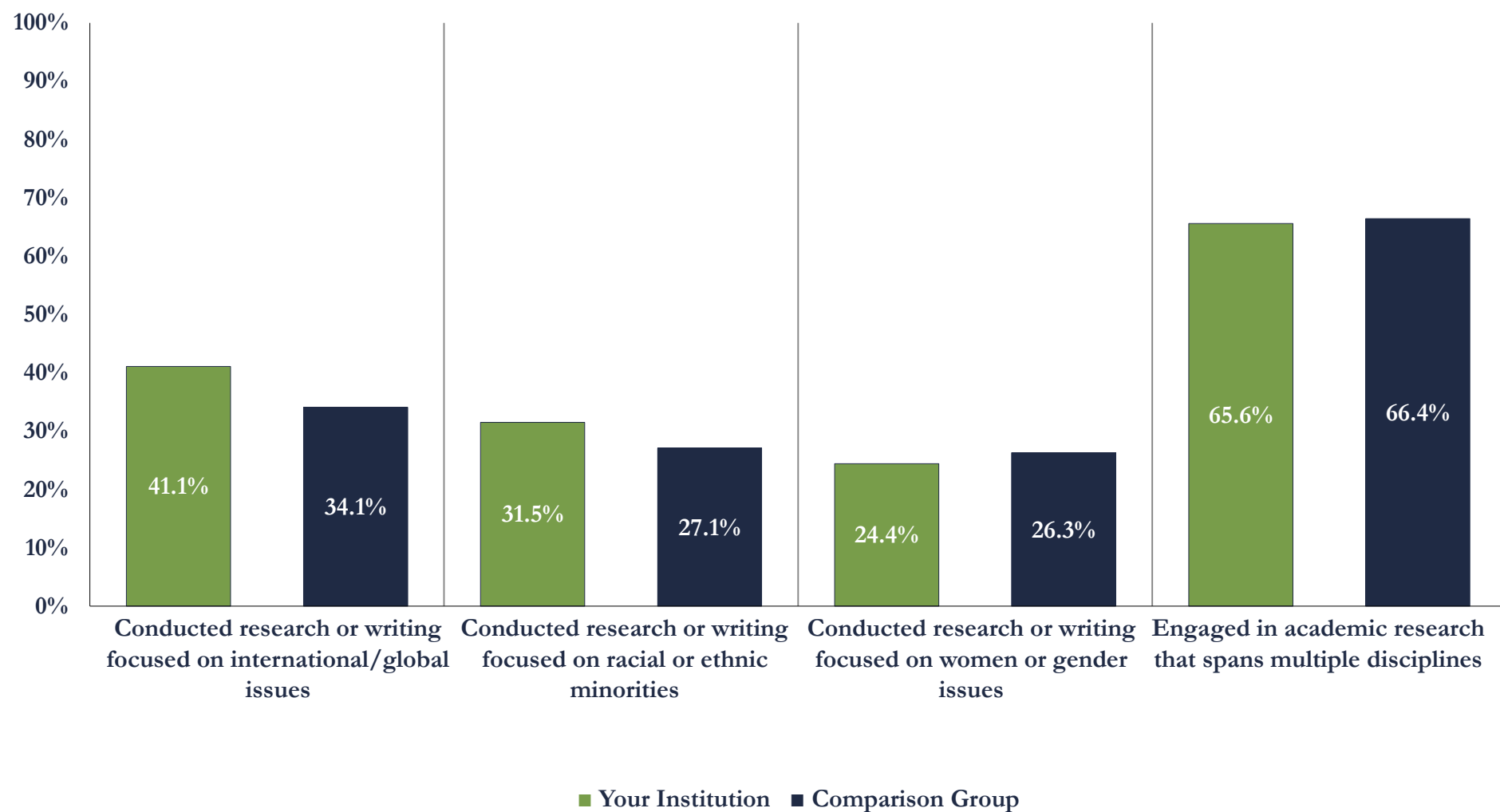
A unified measure of the scholarly activity of faculty.



Construct Items

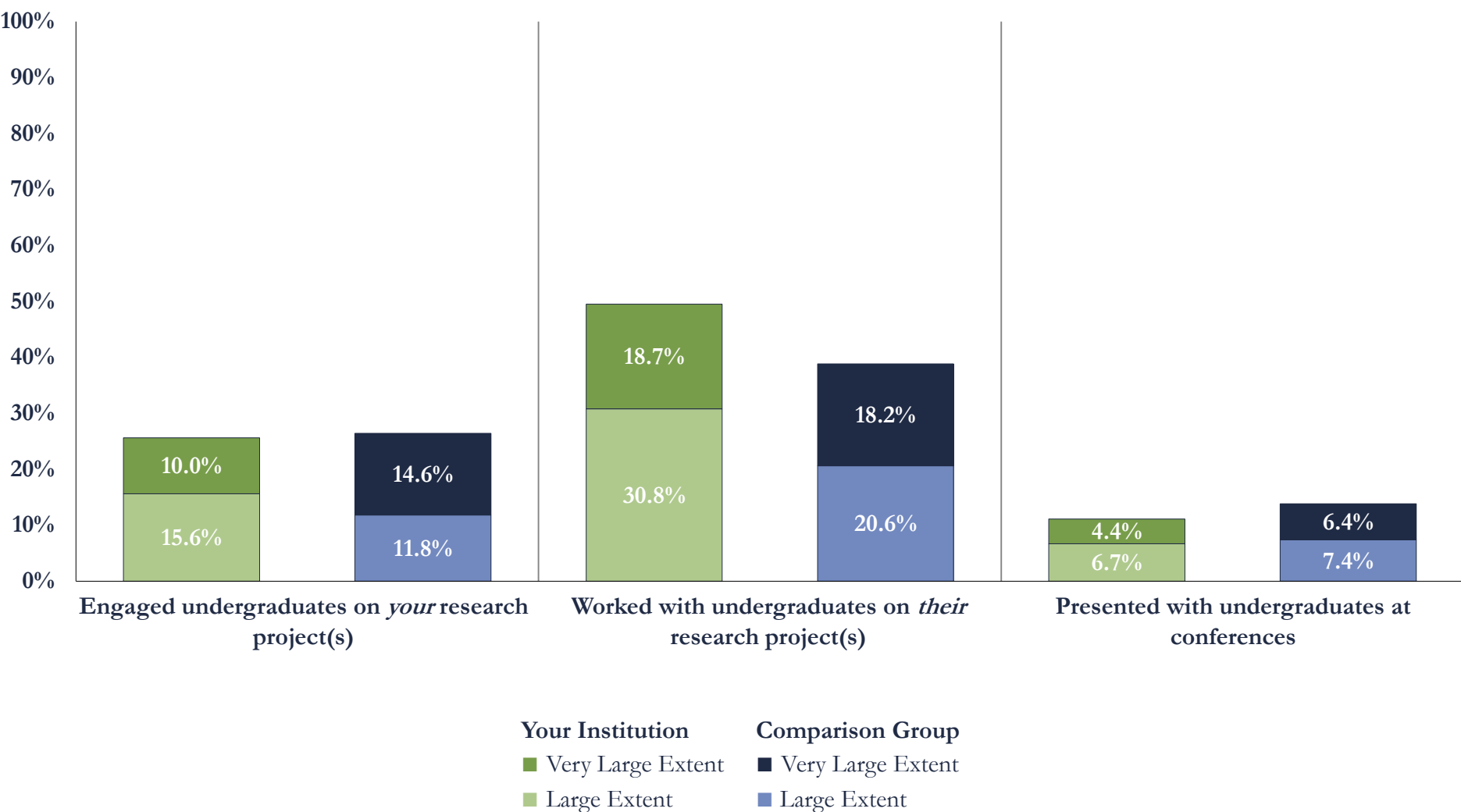
- Articles in academic and professional journals
- Chapters in edited volumes
- Professional writings published or accepted for publication in the last three years

Foci of Faculty Research



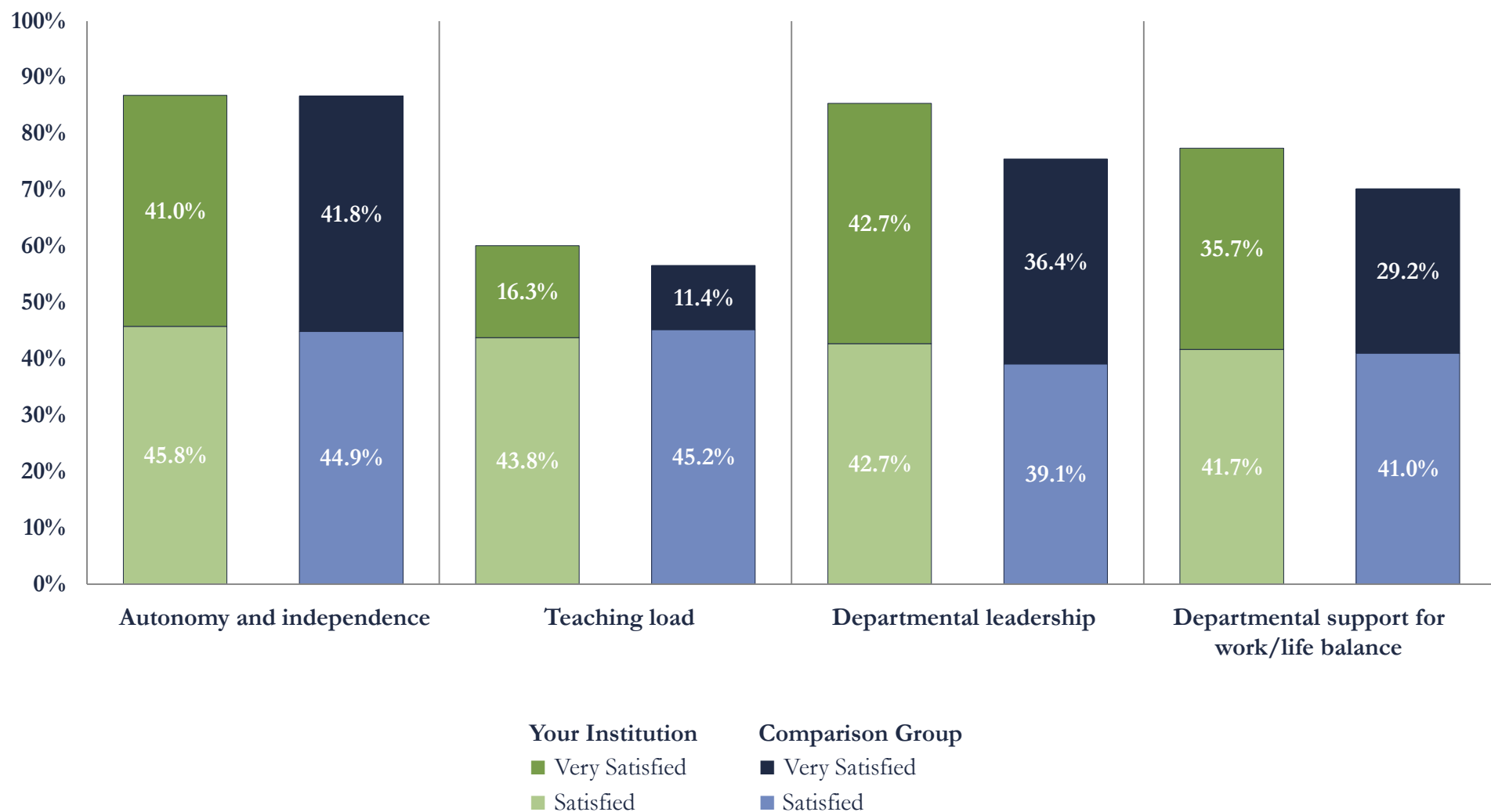
Faculty Collaboration with Undergraduates on Research

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

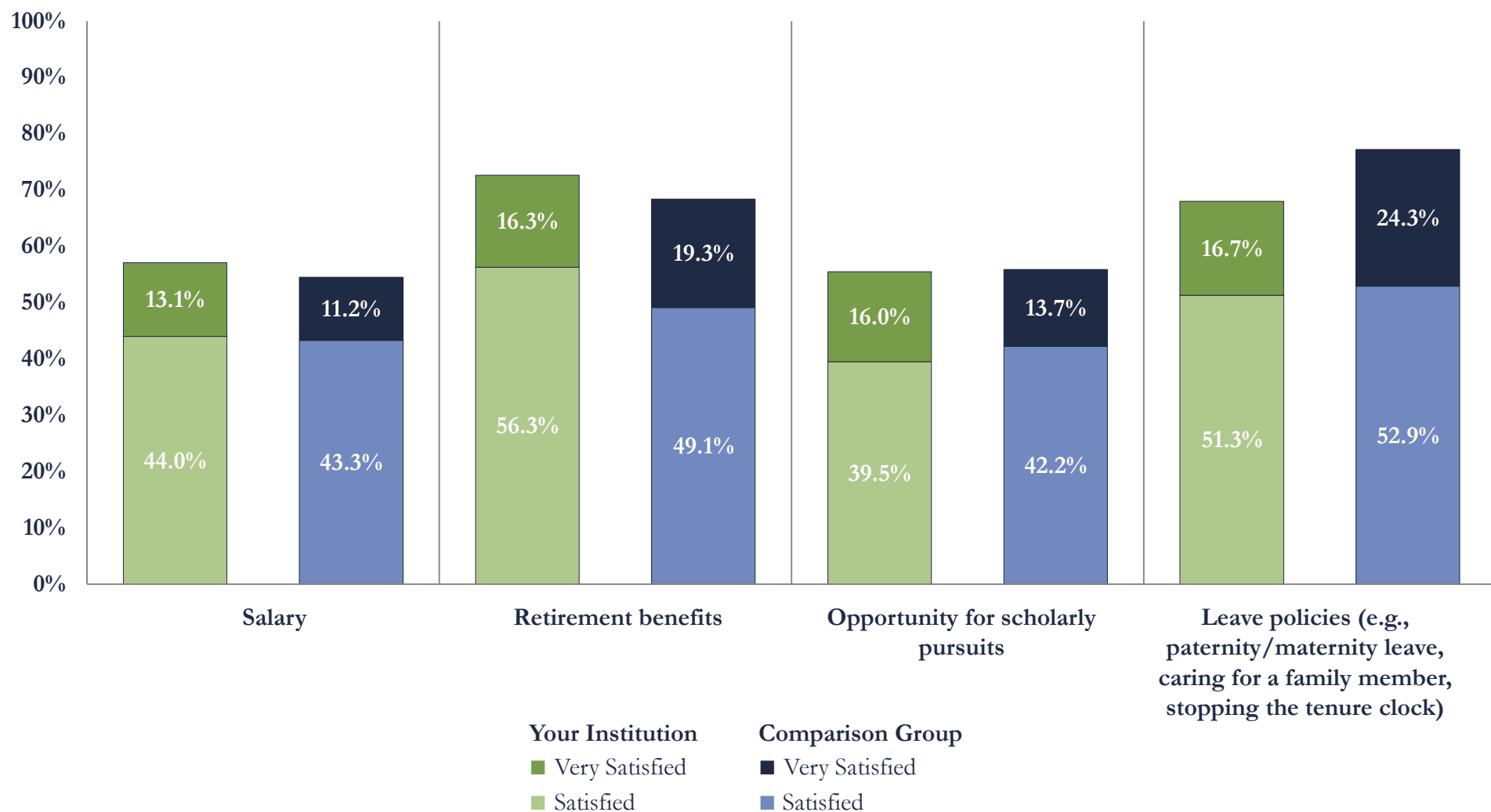


Faculty Satisfaction

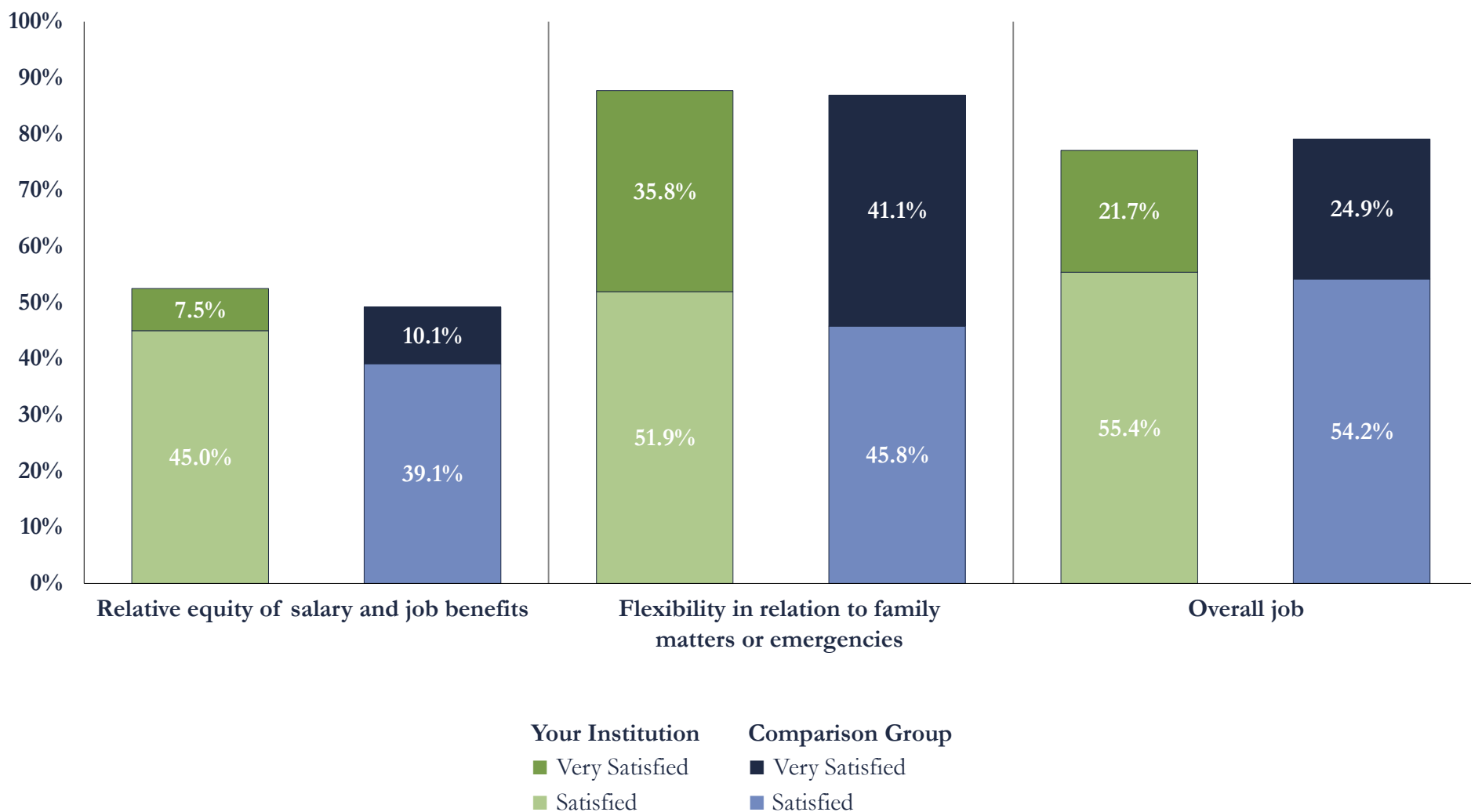
Workplace Satisfaction



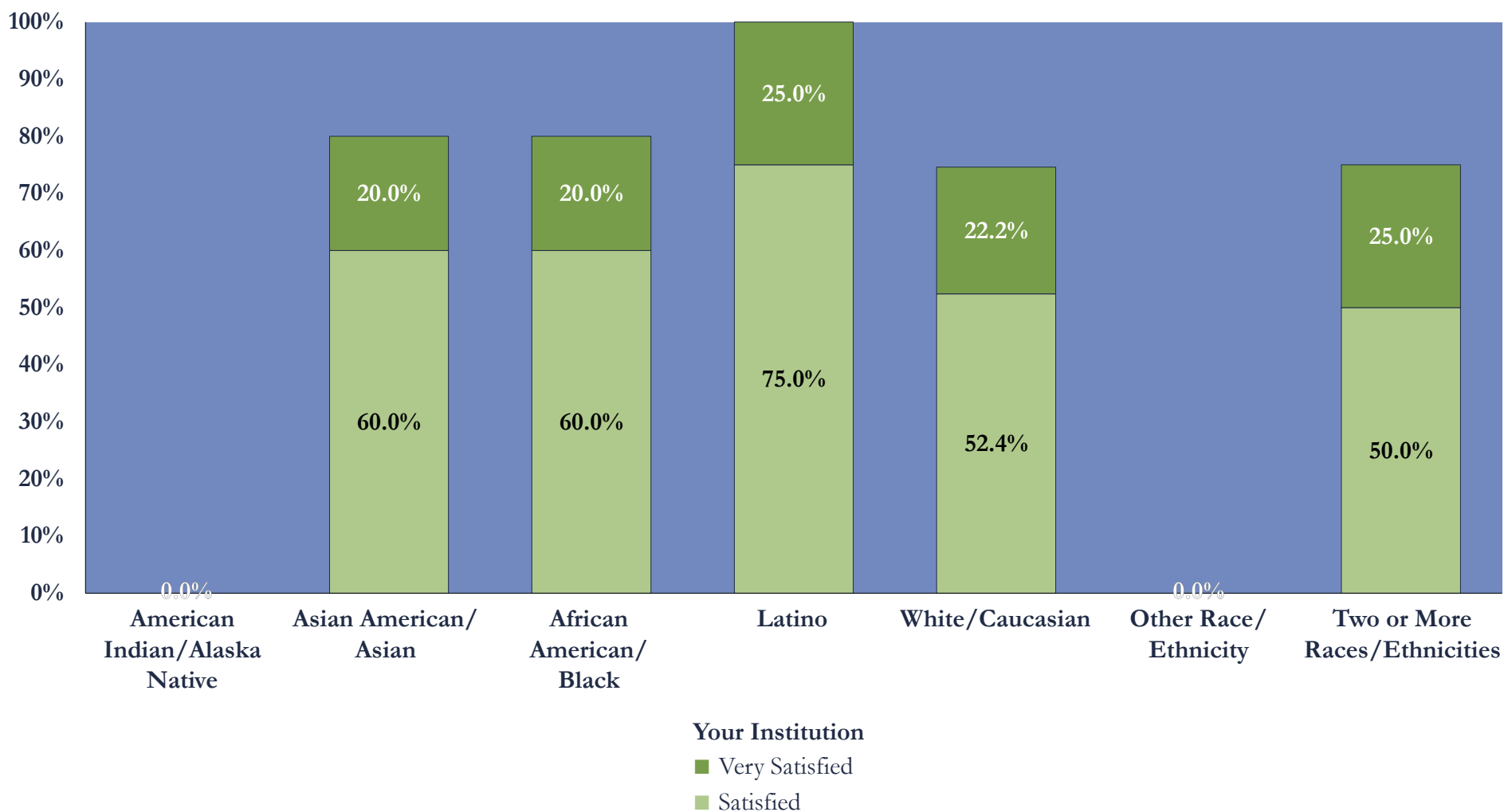
Satisfaction with Compensation



Faculty Satisfaction with Pay Equity and Family Flexibility

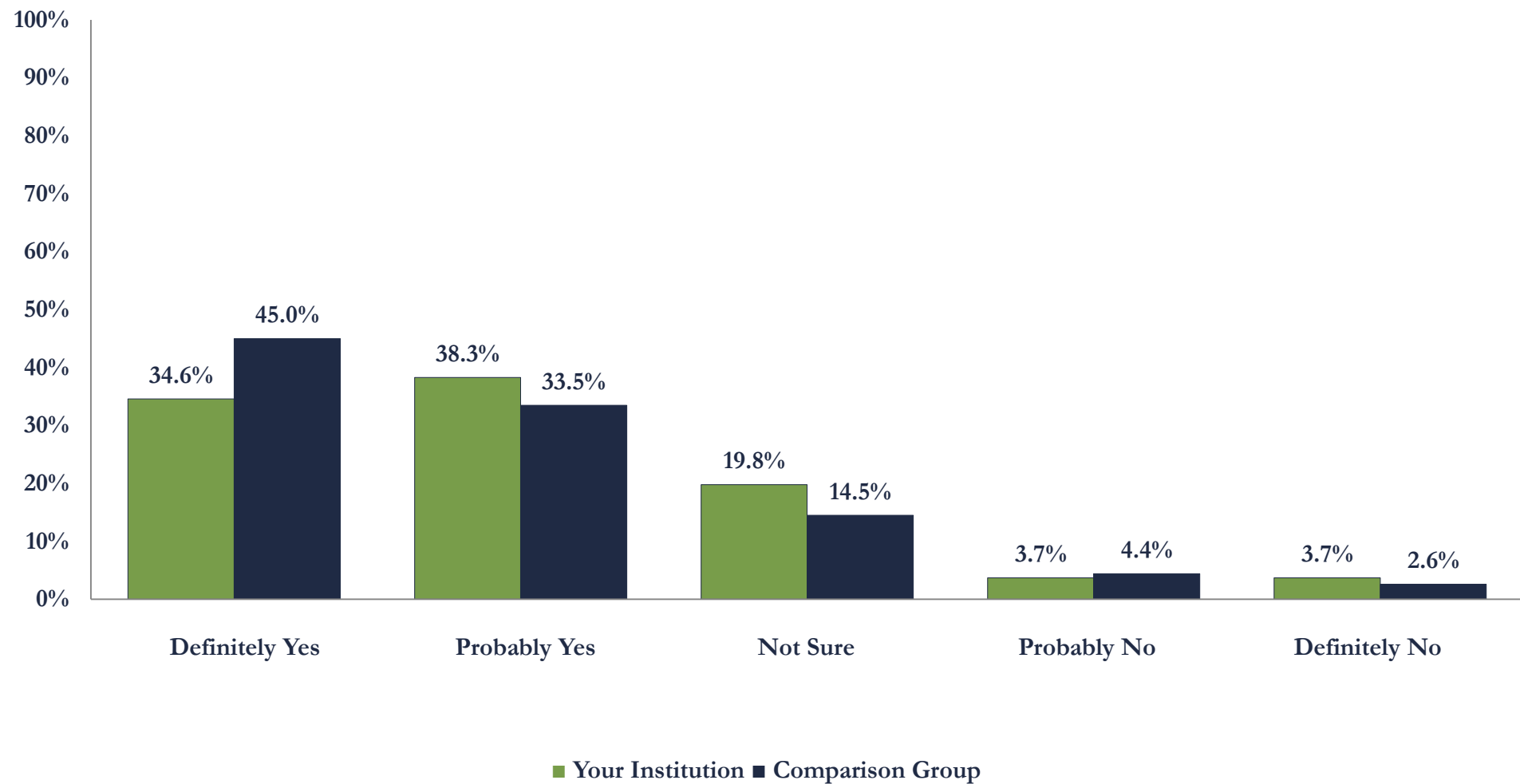


Overall Faculty Job Satisfaction by Race



Overall Satisfaction

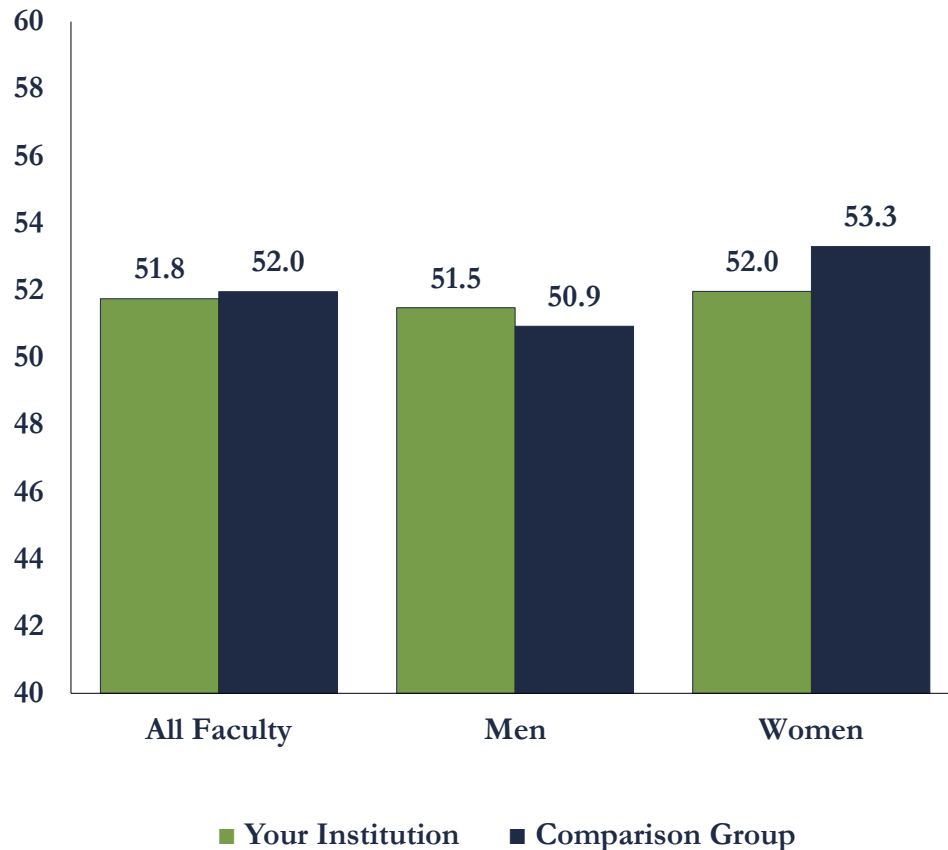
“If given the choice, would you still to come to this institution?”



Sources of Faculty Stress

Career-Related Stress

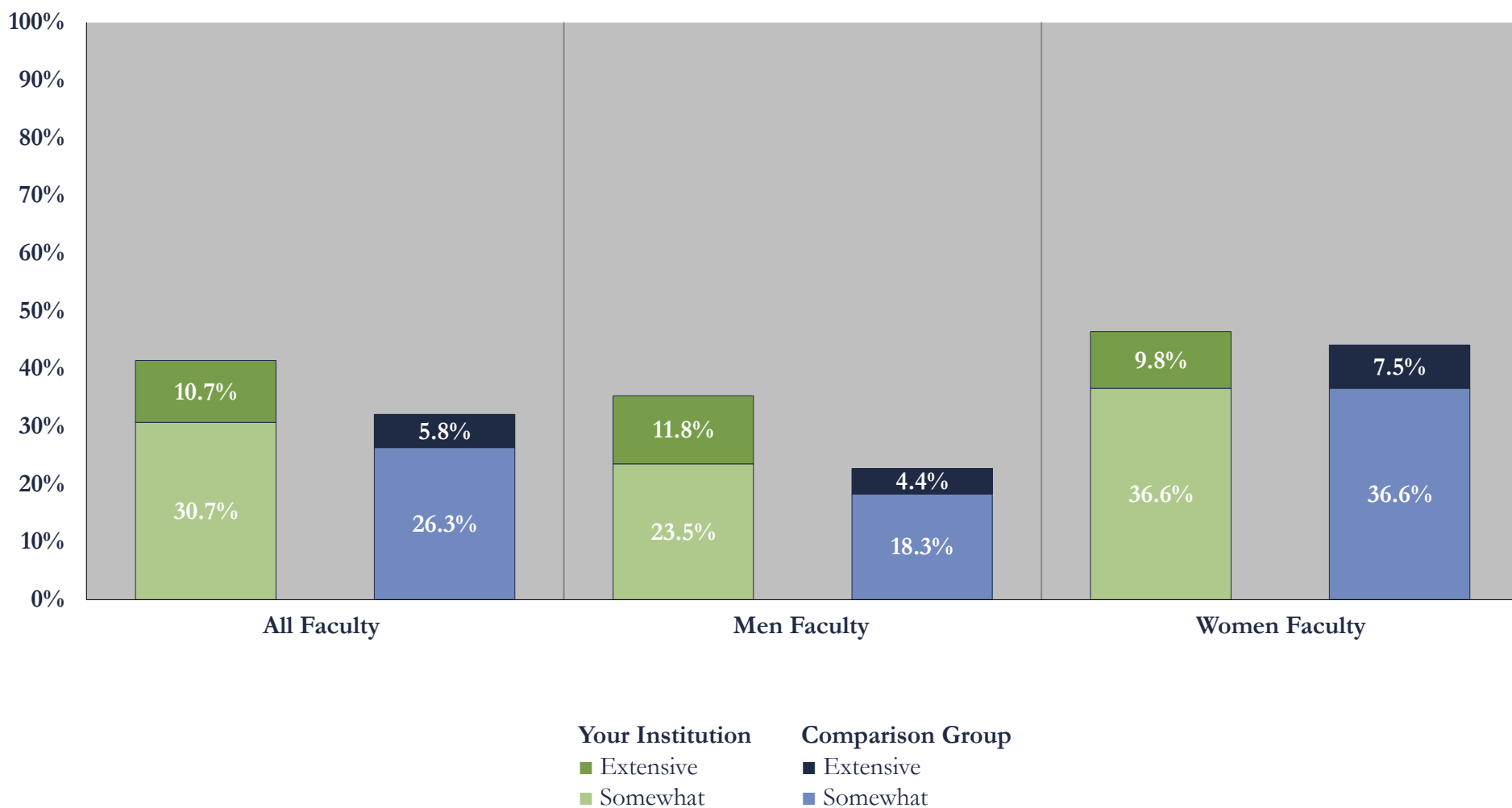
Career-Related Stress measures the amount of stress faculty experience related to their career.



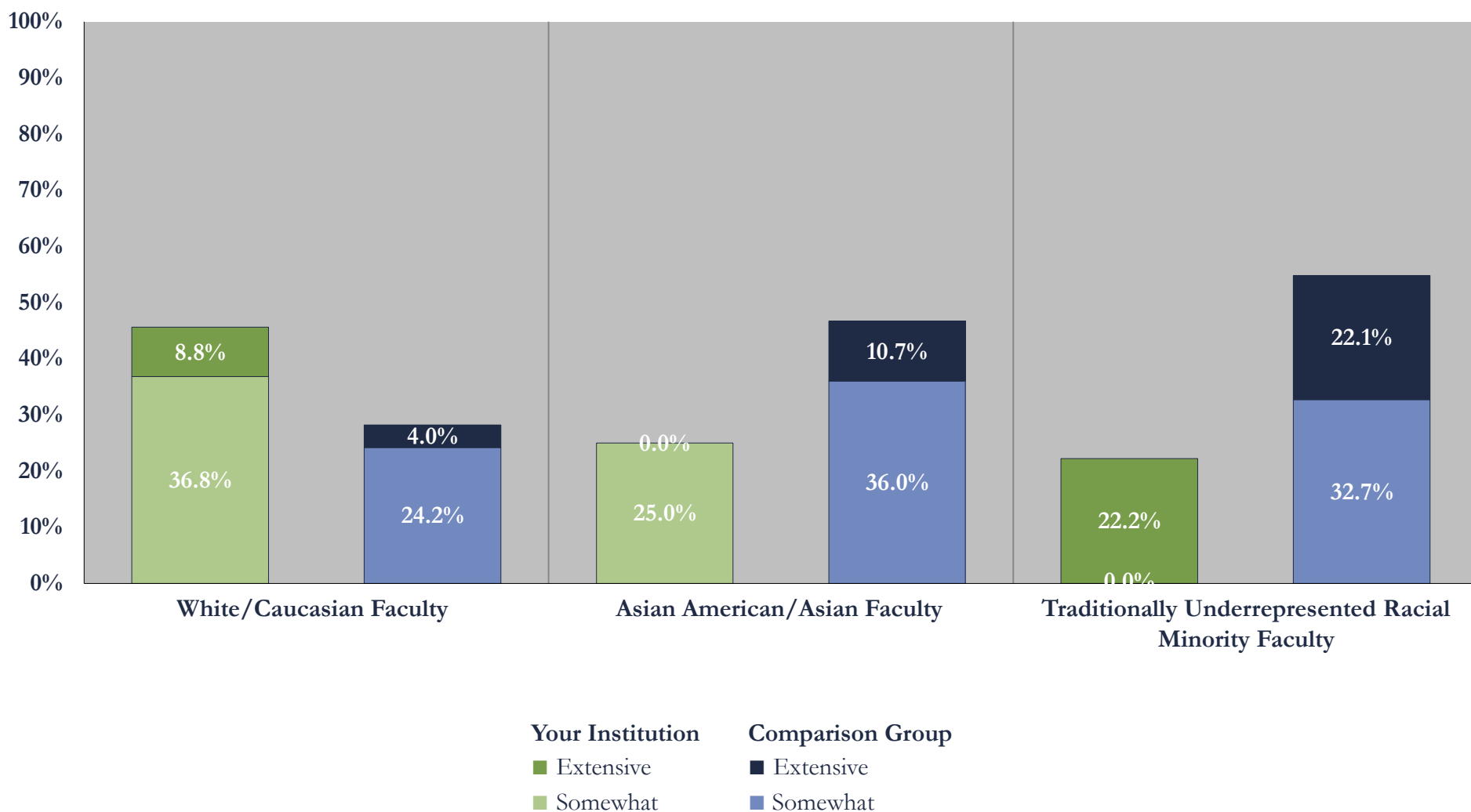
Construct Items

- Committee work
- 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

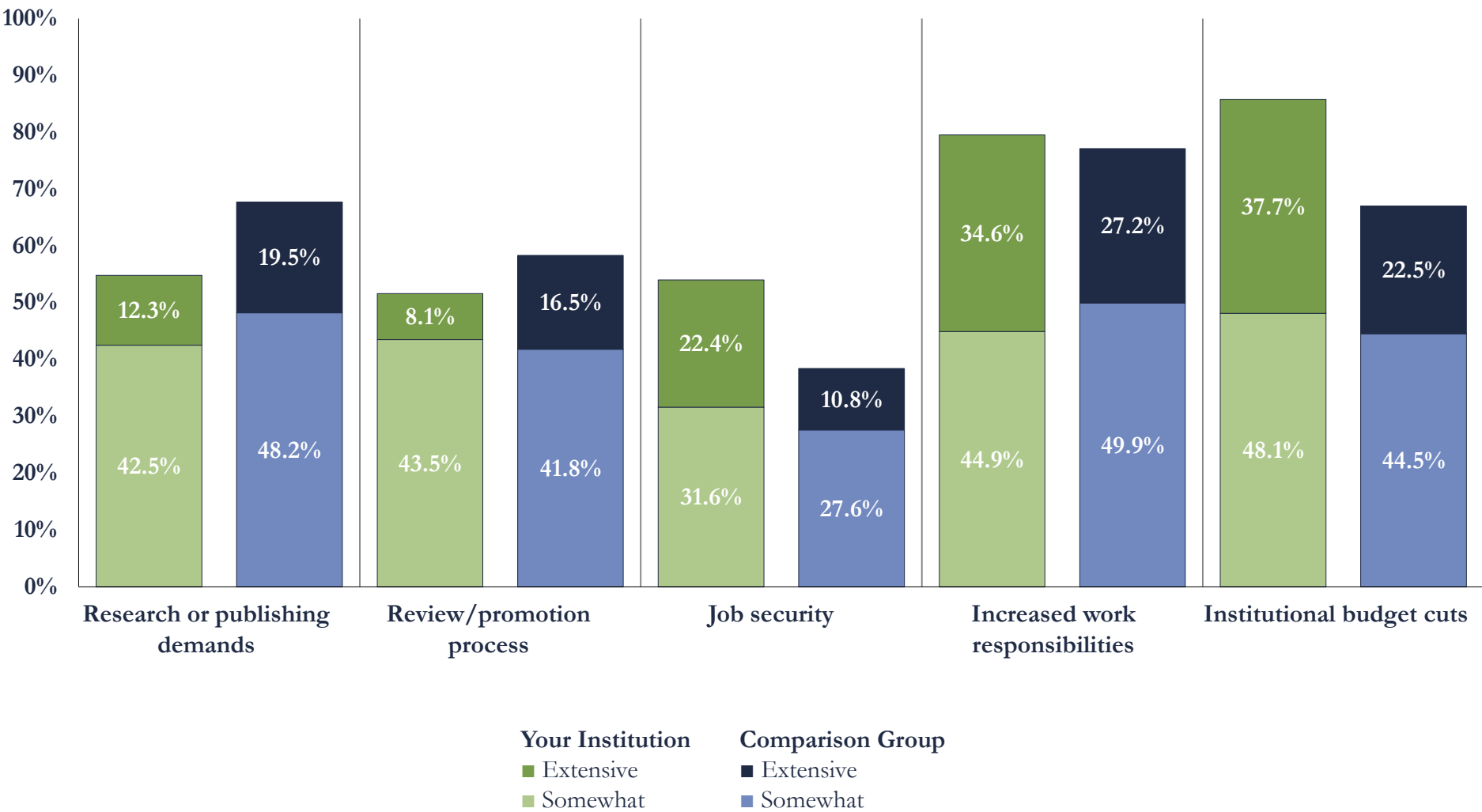


Stress Due to Discrimination, by Race



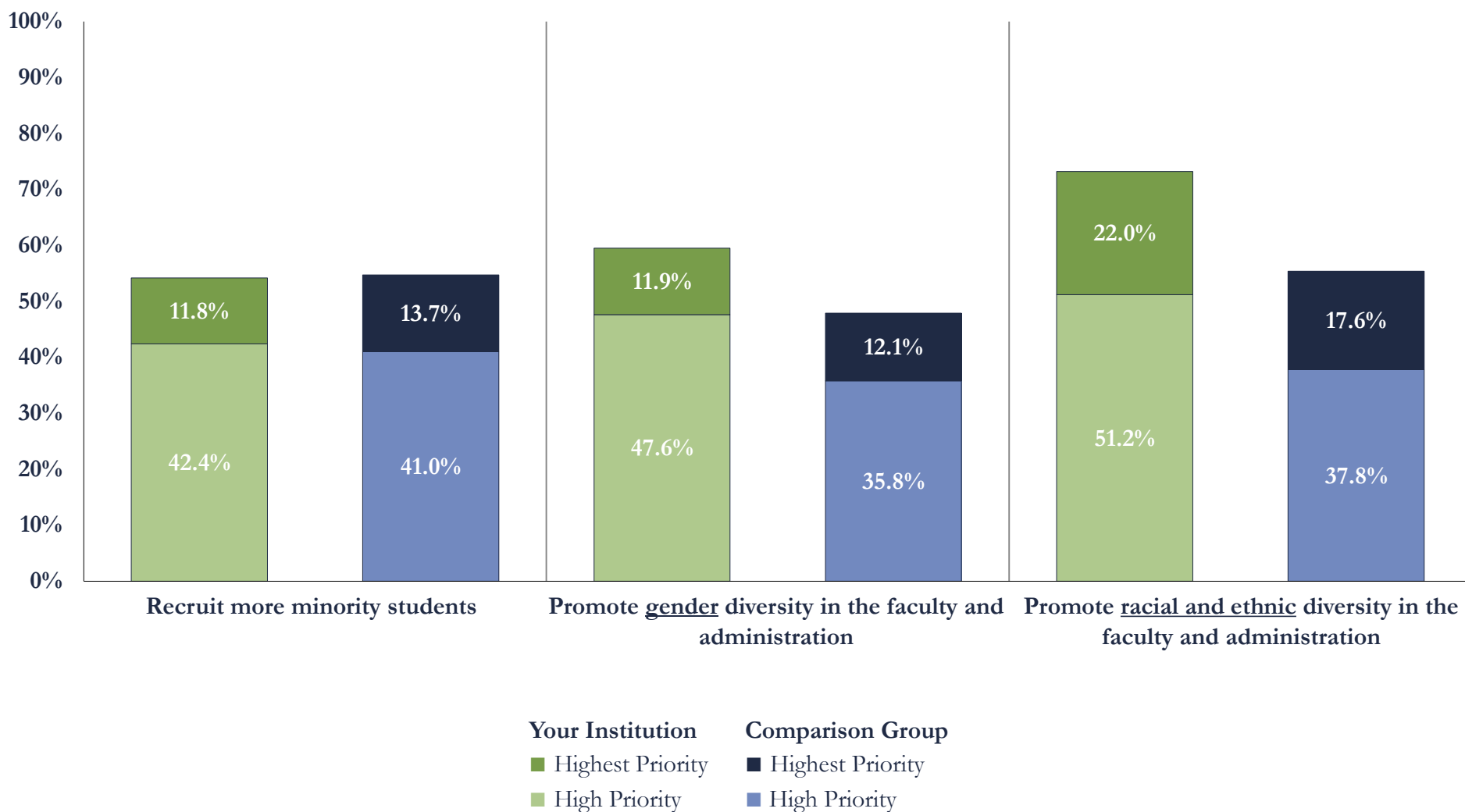
Additional Sources of Faculty Stress

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

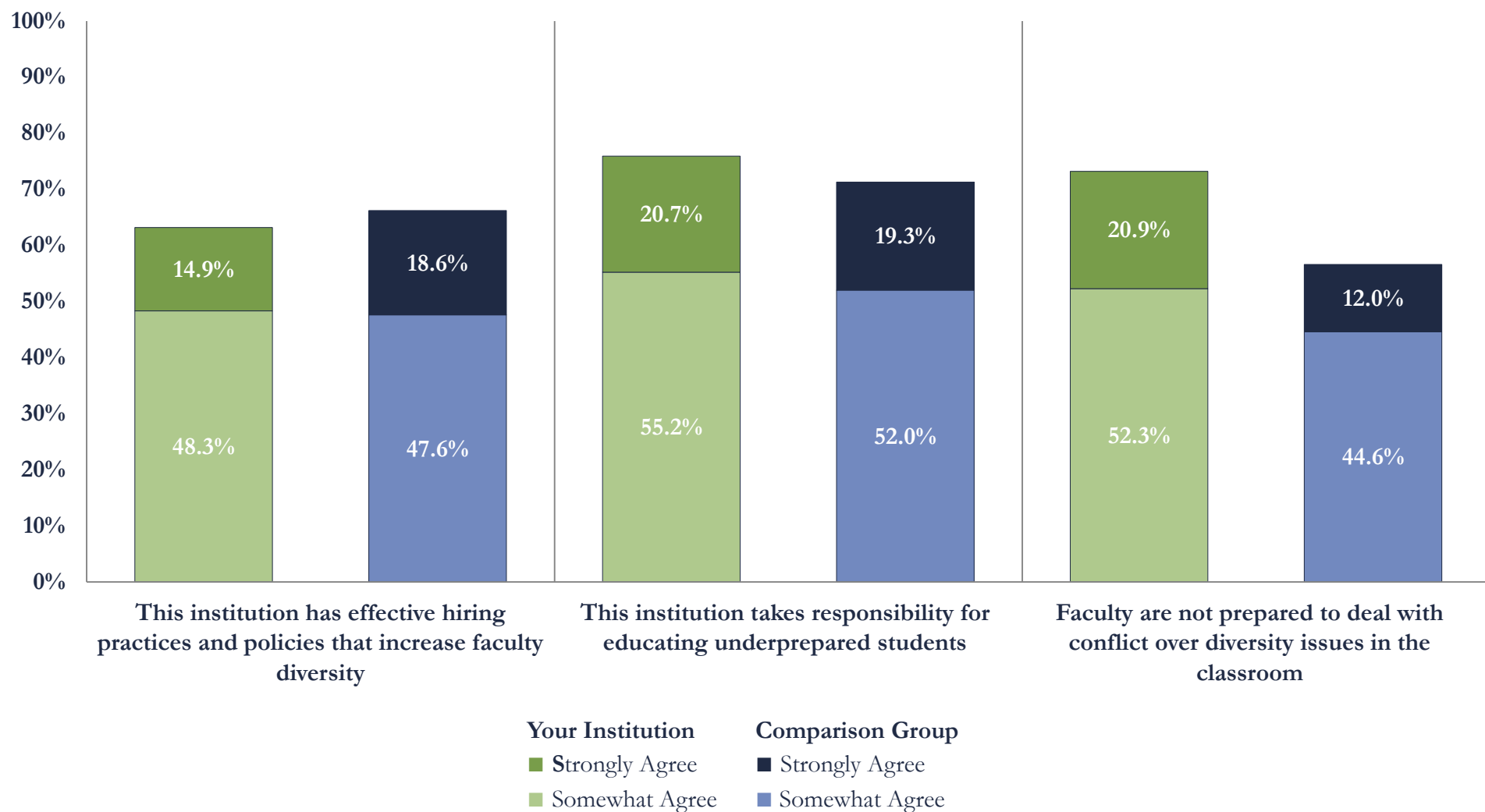


Faculty Perspectives on Campus Climate

Institutional Priority: Commitment to Diversity

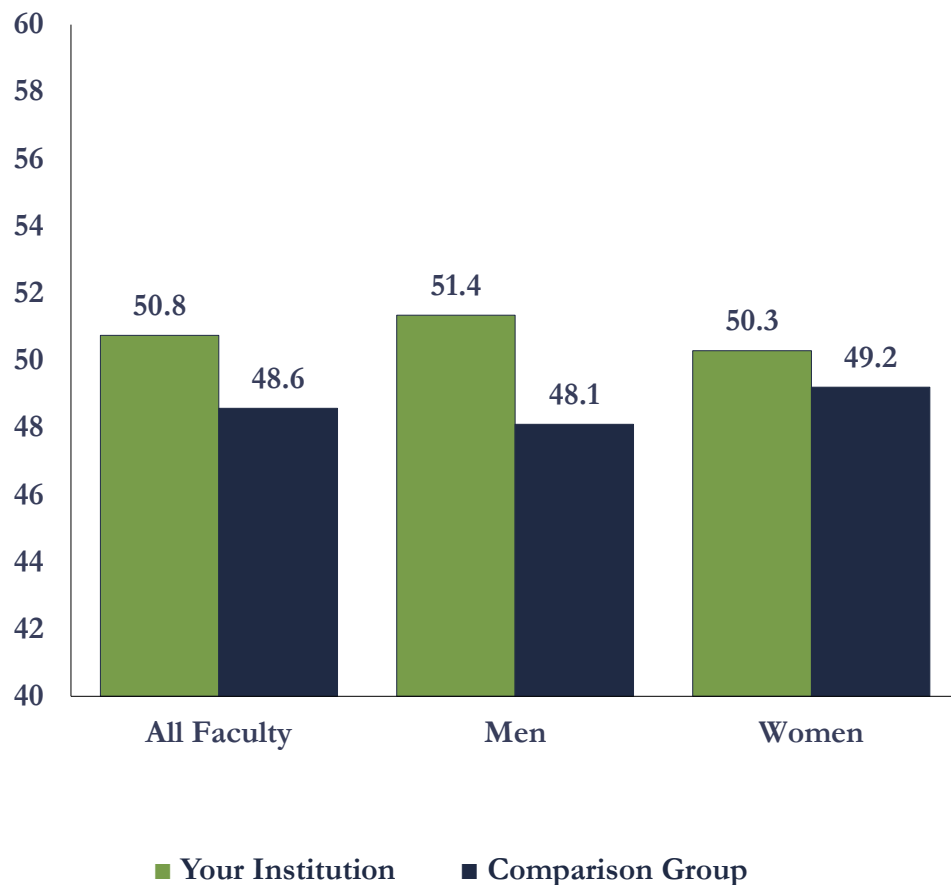


Perspectives on Campus Climate for Diversity



Institutional Priority: Civic Engagement

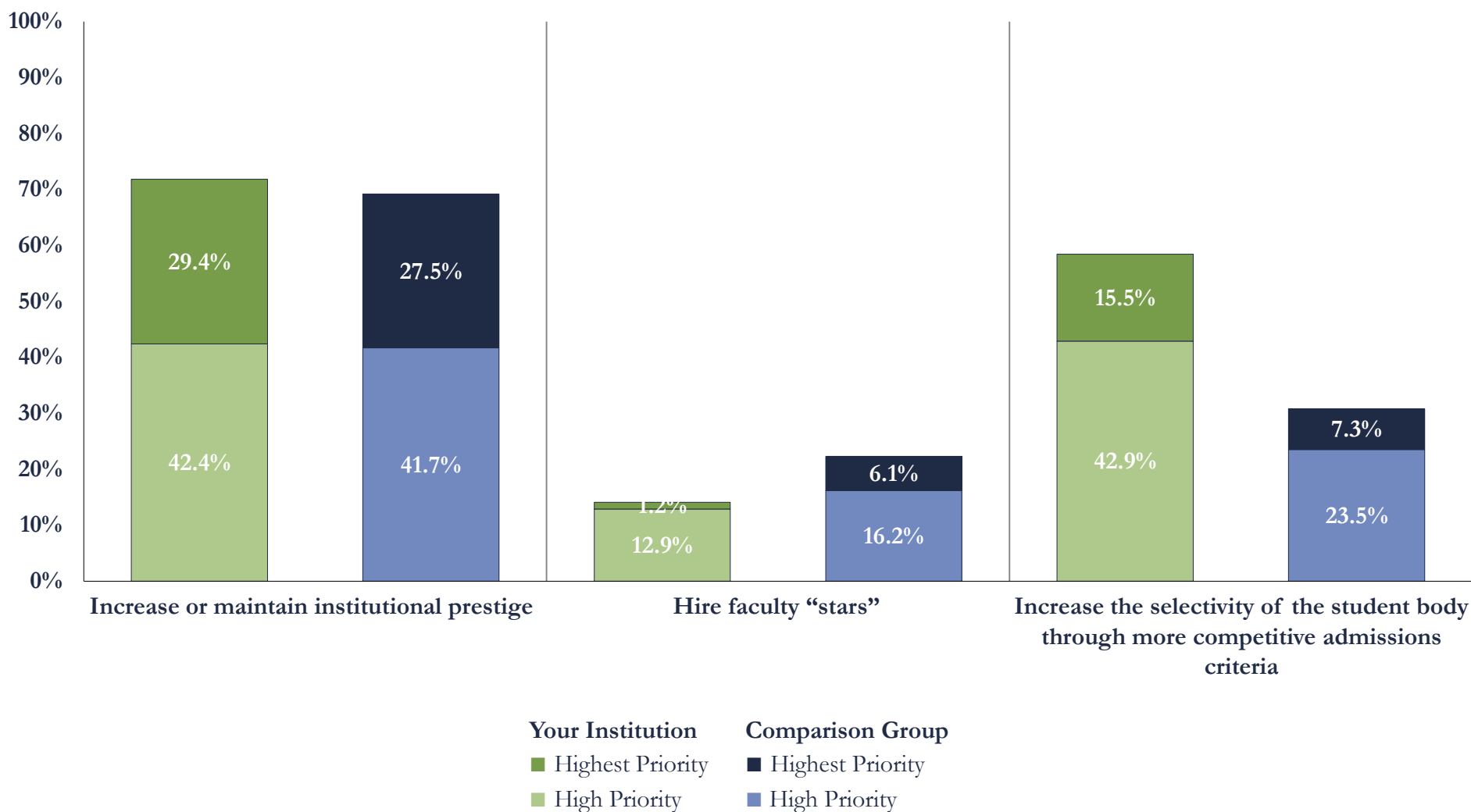
Civic Engagement measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.



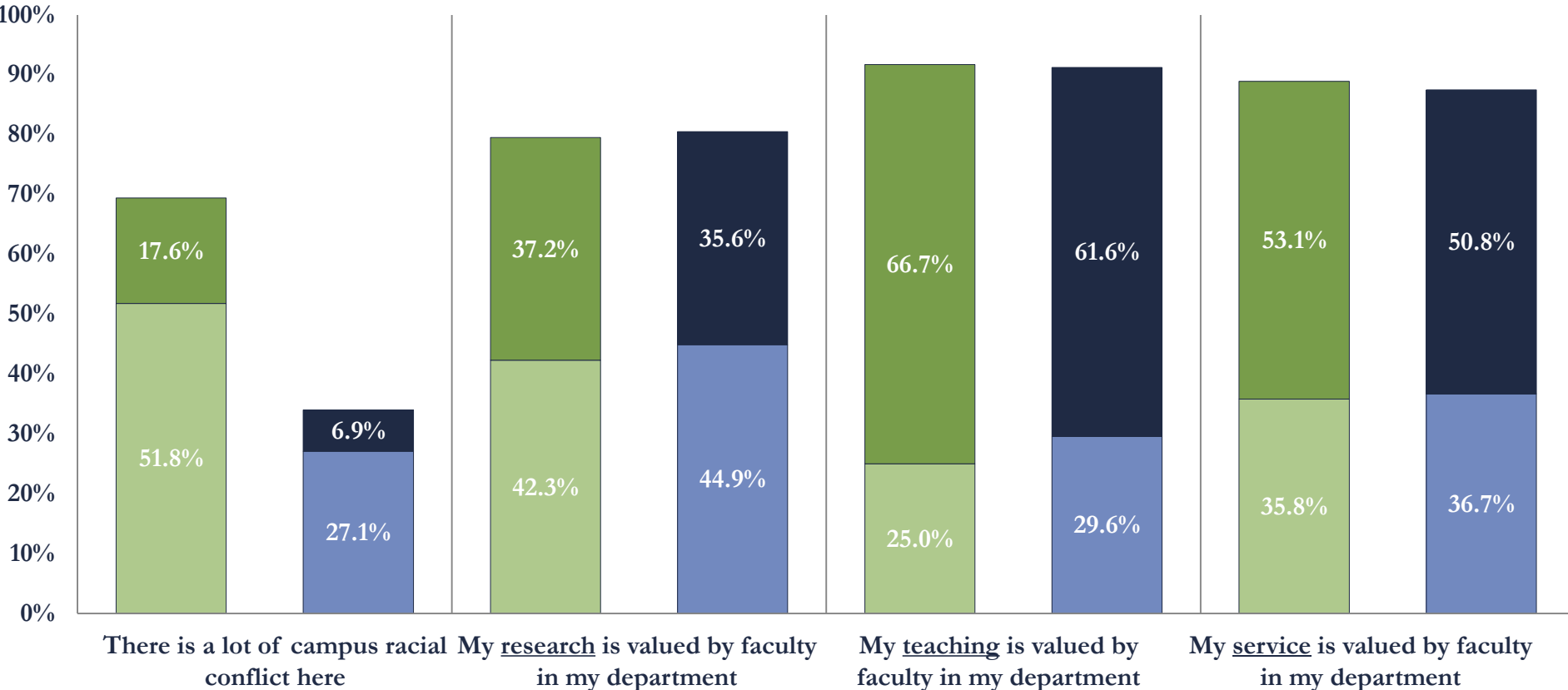
Construct Items

- 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



Faculty's Perspectives on Campus and Departmental Climate



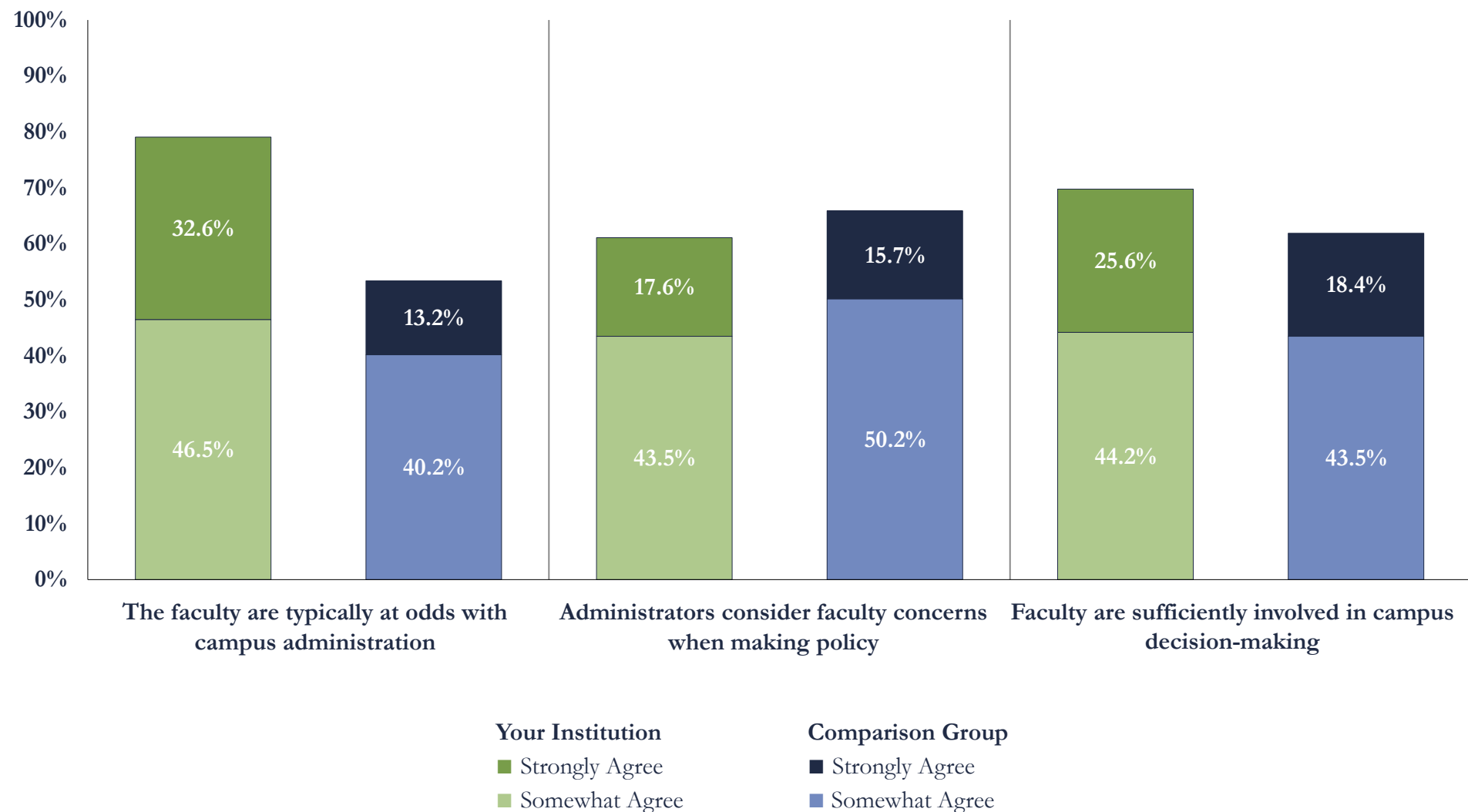
Your Institution

Strongly Agree
 Somewhat Agree

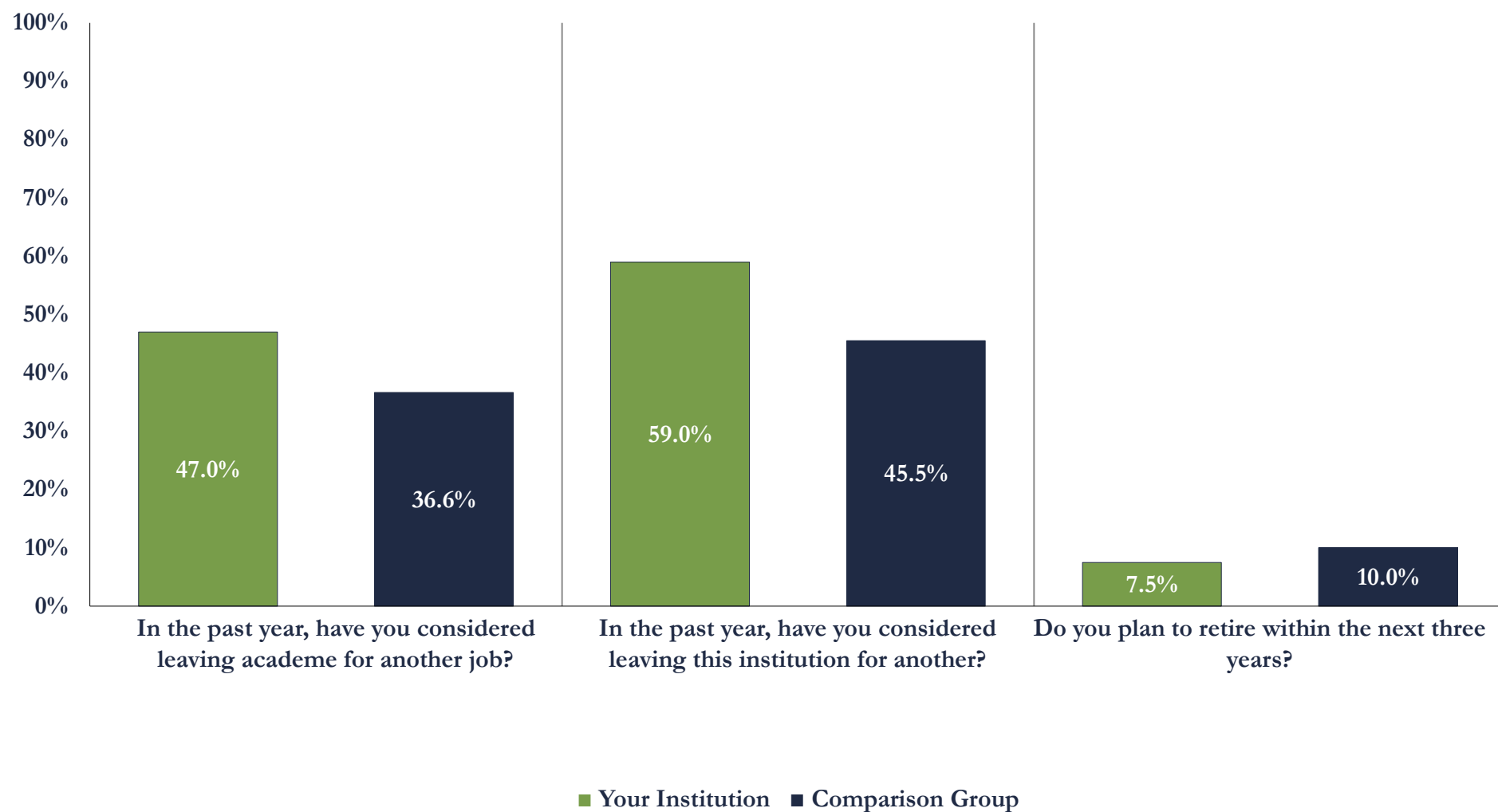
Comparison Group

Strongly Agree
 Somewhat Agree

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
Staff Climate Survey**

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