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
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

Sex

- Male: 43.5%
- Female: 56.5%

Race/Ethnicity

- African American/Black: 7.3%
- American Indian/Alaska Native: 0.0%
- Asian American/Asian: 6.1%
- Latino: 4.9%
- White/Caucasian: 76.8%
- Other Race/Ethnicity: 0.0%
- Two or More Races/Ethnicities: 4.9%
Demographics

- **African American/Black**: 7.3% (Your Institution), 2.5% (Comparison Group)
- **American Indian/Alaska Native**: 3.3% (Your Institution), 1.4% (Comparison Group)
- **Asian American/Asian**: 6.1% (Your Institution), 5.1% (Comparison Group)
- **Latino**: 4.9% (Your Institution), 1.8% (Comparison Group)
- **White/Caucasian**: 76.8% (Your Institution), 85.7% (Comparison Group)
- **Other Race/Ethnicity**: 0.0% (Your Institution), 1.4% (Comparison Group)
- **Two or More Races/Ethnicities**: 4.9% (Your Institution), 3.3% (Comparison Group)
Demographics

Academic Department (Aggregated)

<table>
<thead>
<tr>
<th>Department</th>
<th>Men (%)</th>
<th>Women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture or Forestry</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>9.1%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Business</td>
<td>2.3%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Education</td>
<td>3.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Engineering</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>English</td>
<td>3.0%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Health-related</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>History or Political Science</td>
<td>9.1%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Humanities</td>
<td>12.1%</td>
<td>18.2%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>6.1%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Mathematics or Statistics</td>
<td>3.0%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Physical Sciences</td>
<td>9.1%</td>
<td>15.2%</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>12.1%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Other Technical</td>
<td>6.1%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Other Non-technical</td>
<td>12.1%</td>
<td>15.9%</td>
</tr>
</tbody>
</table>
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

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**2016-2017 HERI Faculty Survey**

- **All Faculty**: 53.2%
- **Men**: 51.2%
- **Women**: 54.7%

**Comparison Group**

- **All Faculty**: 52.0%
- **Men**: 50.3%
- **Women**: 54.2%

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*Your Institution* vs. *Comparison Group*
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.

<table>
<thead>
<tr>
<th>Technology</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Videos or podcasts</td>
<td>46.5% (F)</td>
<td>47.7% (F)</td>
</tr>
<tr>
<td></td>
<td>39.9% (O)</td>
<td>48.0% (O)</td>
</tr>
<tr>
<td>Simulations/animations</td>
<td>21.2% (F)</td>
<td>45.9% (F)</td>
</tr>
<tr>
<td></td>
<td>18.0% (O)</td>
<td>41.8% (O)</td>
</tr>
<tr>
<td>Online homework or virtual labs</td>
<td>32.6% (F)</td>
<td>15.1% (F)</td>
</tr>
<tr>
<td></td>
<td>31.3% (O)</td>
<td>24.0% (O)</td>
</tr>
<tr>
<td>Online discussion boards</td>
<td>25.3% (F)</td>
<td>14.5% (F)</td>
</tr>
<tr>
<td></td>
<td>31.5% (O)</td>
<td>11.4% (O)</td>
</tr>
<tr>
<td>Audience response systems</td>
<td>9.3% (F)</td>
<td>14.0% (F)</td>
</tr>
<tr>
<td></td>
<td>7.4% (O)</td>
<td>15.8% (O)</td>
</tr>
</tbody>
</table>

Note: F = Frequently, O = Occasionally

2016-2017 HERI Faculty Survey
Types of Courses Faculty Teach

- Taught an honors course: 7.8% (Your Institution), 16.2% (Comparison Group)
- Taught a seminar for first-year students: 43.2% (Your Institution), 31.4% (Comparison Group)
- Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies): 34.8% (Your Institution), 16.9% (Comparison Group)
- Taught a service-learning course: 18.2% (Your Institution), 17.5% (Comparison Group)
Average Number of Courses Taught This Term

- **All Faculty**
  - Your Institution: 3.27
  - Comparison Group: 3.99

- **Men**
  - Your Institution: 3.40
  - Comparison Group: 4.02

- **Women**
  - Your Institution: 3.17
  - Comparison Group: 3.95

Legend:
- Green: Your Institution
- Black: Comparison Group
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

<table>
<thead>
<tr>
<th></th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
<td>48.2</td>
<td>50.6</td>
</tr>
<tr>
<td>Men</td>
<td>48.9</td>
<td>51.4</td>
</tr>
<tr>
<td>Women</td>
<td>47.6</td>
<td>49.4</td>
</tr>
</tbody>
</table>
Foci of Faculty Research

- Conducted research or writing focused on international/global issues: 41.1% (Your Institution), 34.1% (Comparison Group)
- Conducted research or writing focused on racial or ethnic minorities: 31.5% (Your Institution), 27.1% (Comparison Group)
- Conducted research or writing focused on women or gender issues: 24.4% (Your Institution), 26.3% (Comparison Group)
- Engaged in academic research that spans multiple disciplines: 65.6% (Your Institution), 66.4% (Comparison Group)
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
Satisfaction with Compensation

<table>
<thead>
<tr>
<th>Category</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>44.0%</td>
<td>13.1%</td>
</tr>
<tr>
<td></td>
<td>43.3%</td>
<td>11.2%</td>
</tr>
<tr>
<td>Retirement benefits</td>
<td>56.3%</td>
<td>16.3%</td>
</tr>
<tr>
<td></td>
<td>49.1%</td>
<td>19.3%</td>
</tr>
<tr>
<td>Opportunity for scholarly pursuits</td>
<td>39.5%</td>
<td>16.0%</td>
</tr>
<tr>
<td></td>
<td>42.2%</td>
<td>13.7%</td>
</tr>
<tr>
<td>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</td>
<td>51.3%</td>
<td>16.7%</td>
</tr>
<tr>
<td></td>
<td>52.9%</td>
<td>24.3%</td>
</tr>
</tbody>
</table>
Faculty Satisfaction with Pay Equity and Family Flexibility

Relative equity of salary and job benefits

- Your Institution: 45.0% Very Satisfied, 7.5% Satisfied
- Comparison Group: 39.1% Very Satisfied, 10.1% Satisfied

Flexibility in relation to family matters or emergencies

- Your Institution: 51.9% Very Satisfied, 35.8% Satisfied
- Comparison Group: 45.8% Very Satisfied, 21.7% Satisfied

Overall job

- Your Institution: 54.2% Very Satisfied, 24.9% Satisfied
- Comparison Group: 55.4% Very Satisfied, 21.7% Satisfied

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

Your Institution
- Very Satisfied
- Satisfied

American Indian/Alaska Native: 20.0%
Asian American/Asian: 60.0%
African American/Black: 60.0%
Latino: 75.0%
White/Caucasian: 52.4%
Two or More Races/Ethnicities: 50.0%

2016-2017 HERI Faculty Survey
Overall Satisfaction

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Yes</td>
<td>34.6%</td>
<td>45.0%</td>
</tr>
<tr>
<td>Probably Yes</td>
<td>38.3%</td>
<td>33.5%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>19.8%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Probably No</td>
<td>3.7%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Definitely No</td>
<td>3.7%</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

- **Definitely Yes**: If given the choice, faculty members would definitely stay at their institution.
- **Probably Yes**: Faculty members are likely to stay at their institution.
- **Not Sure**: Faculty members are unsure about their future at the institution.
- **Probably No**: Faculty members are likely to leave the institution.
- **Definitely No**: Faculty members would definitely leave the institution.

Bar chart showing the distribution of responses for faculty satisfaction.
Sources of Faculty 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

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

2016-2017 HERI Faculty Survey
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:”

Your Institution  Comparison Group

Research or publishing demands
- Extensive: 42.5%
- Somewhat: 48.2%

Review/promotion process
- Extensive: 43.5%
- Somewhat: 41.8%

Job security
- Extensive: 34.6%
- Somewhat: 44.9%

Increased work responsibilities
- Extensive: 27.2%
- Somewhat: 49.9%

Institutional budget cuts
- Extensive: 37.7%
- Somewhat: 48.1%
Faculty Perspectives on Campus Climate
Institutional Priority: Commitment to Diversity

Recruit more minority students
- Your Institution: 11.8%
- Comparison Group: 42.4%

Promote gender diversity in the faculty and administration
- Your Institution: 11.9%
- Comparison Group: 47.6%

Promote racial and ethnic diversity in the faculty and administration
- Your Institution: 12.1%
- Comparison Group: 51.2%

Your Institution
- Highest Priority
- High Priority

Comparison Group
- Highest Priority
- High Priority
Perspectives on Campus Climate for Diversity

This institution has effective hiring practices and policies that increase faculty diversity

This institution takes responsibility for educating underprepared students

Faculty are not prepared to deal with conflict over diversity issues in the classroom

**Your Institution**
- Strongly Agree
- Somewhat Agree

**Comparison Group**
- Strongly Agree
- Somewhat Agree

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**: 42.4% of Your Institution places this as a highest priority, compared to 27.5% of the Comparison Group.
- **Hire faculty “stars”**: 12.9% of Your Institution considers this a highest priority, while 6.1% of the Comparison Group does.
- **Increase the selectivity of the student body through more competitive admissions criteria**: 42.9% of Your Institution assigns this priority, whereas 15.5% of the Comparison Group does.

Your Institution
- Highest Priority: 29.4%
- High Priority: 42.4%

Comparison Group
- Highest Priority: 27.5%
- High Priority: 41.7%

Increase the selectivity of the student body through more competitive admissions criteria
- Highest Priority: 15.5%
- High Priority: 42.9%

Hire faculty “stars”
- Highest Priority: 1.2%
- High Priority: 12.9%

Increase or maintain institutional prestige
- Highest Priority: 16.2%
- High Priority: 6.1%

2016-2017 HERI Faculty Survey
Faculty’s Perspectives on Campus and Departmental Climate

There is a lot of campus racial conflict here

- **Your Institution**
  - Strongly Agree: 17.6%
  - Somewhat Agree: 6.9%
  - Somewhat Disagree: 42.3%
  - Strongly Disagree: 44.9%

- **Comparison Group**
  - Strongly Agree: 51.8%
  - Somewhat Agree: 27.1%
  - Somewhat Disagree: 25.0%
  - Strongly Disagree: 29.6%

My research is valued by faculty in my department

- **Your Institution**
  - Strongly Agree: 37.2%
  - Somewhat Agree: 35.6%
  - Somewhat Disagree: 66.7%
  - Strongly Disagree: 61.6%

- **Comparison Group**
  - Strongly Agree: 53.1%
  - Somewhat Agree: 35.8%
  - Somewhat Disagree: 36.7%
  - Strongly Disagree: 50.8%

My teaching is valued by faculty in my department

- **Your Institution**
  - Strongly Agree: 42.3%
  - Somewhat Agree: 44.9%
  - Somewhat Disagree: 25.0%
  - Strongly Disagree: 29.6%

- **Comparison Group**
  - Strongly Agree: 61.6%
  - Somewhat Agree: 53.1%
  - Somewhat Disagree: 50.8%
  - Strongly Disagree: 66.7%

My service is valued by faculty in my department

- **Your Institution**
  - Strongly Agree: 42.3%
  - Somewhat Agree: 44.9%
  - Somewhat Disagree: 25.0%
  - Strongly Disagree: 29.6%

- **Comparison Group**
  - Strongly Agree: 53.1%
  - Somewhat Agree: 35.8%
  - Somewhat Disagree: 36.7%
  - Strongly Disagree: 50.8%
**Faculty Perspectives on Shared Governance**

- **The faculty are typically at odds with campus administration**
  - Your Institution: 46.5% Strongly Agree, 40.2% Somewhat Agree
  - Comparison Group: 32.6% Strongly Agree, 13.2% Somewhat Agree

- **Administrators consider faculty concerns when making policy**
  - Your Institution: 43.5% Strongly Agree, 17.6% Somewhat Agree
  - Comparison Group: 15.7% Strongly Agree, 50.2% Somewhat Agree

- **Faculty are sufficiently involved in campus decision-making**
  - Your Institution: 43.5% Strongly Agree, 18.4% Somewhat Agree
  - Comparison Group: 25.6% Strongly Agree, 44.2% Somewhat Agree
Institutional Commitment

In the past year, have you considered leaving academe for another job? 47.0%
In the past year, have you considered leaving this institution for another? 59.0%
Do you plan to retire within the next three years? 45.5%

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

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