THE FACULTY SURVEY--AN OVERVIEW

I. The rate of response is quite high for a survey of this type: 1395 surveys were distributed; 16 were undelivered; 612 responded. Response rate is 44.38% (Rate in 1994 survey was 17.15%)

II. "Administration"

Negative

Efforts of Administration to get support from legislature--96% should do more. Result indicates the serious implications of the budget crisis. If 96% of the faculty feel we need more money from the legislature, how happy will anybody be with 5, 10, 15% less?

Accounting system is difficult to understand--89.2%

Dean searches take too long--85.7%

Positive

AAU membership--72.2%

Fundraising efforts of Administration--65.1%

Flat

Satisfaction with academic leadership--50/50 Probably a significant key for interpreting other survey responses. Even more crucial for understanding survey is the answer to the question on faculty morale. There the split is 43.2% Agree and 56.8% Disagree that faculty morale is good.

III. "Faculty Welfare" and "Services, Resources, Students"

Negative

1. Physical Environment--94.6% concur that building conditions need improvement. This result is strengthened by responses to other questions.

- 61.6% disagree that classrooms are clean and well kept.
- 62% disagree that the restrooms are clean and well kept.
- 75.9% would like to control their office and classroom temperatures.
- 59.6% want more classroom space.
- 67% believe that more needs to be done for the disabled.

Conclusion: Physical environment must be a priority and should be included in a statement of faculty goals.

2. Graduate Student Support--86.9% disagree that graduate stipends are adequate (56.5% strongly disagree).

Conclusion: Present level of funding impedes the competitiveness of graduate programs and embarasses graduate faculty. Should be included in statement of goals.

3. Childcare/Dual Careers--84.3% (+ for women) disagree that there are sufficient childcare facilities; 72% (+ for women) agree that there should be more assistance for dual career couples.

Conclusion: A statement about work/life transition should be included. There may be other issues in this area which were not addressed in the survey.

4. Salaries--78.7% disagree that salaries are competitive (with other state universities, with AAU members); 70.5% disagree that USC does good job in retaining quality faculty.

Conclusion: Important issue. Include in statement (may combine with 7. Benefits)

5. Parking--74.7% disagree that parking is adequate; 62.2% say more parking for disabled is needed.

Conclusion: Can include as part of physical environment if we choose to.

6. Research--73.6% want a greater voice in selecting software and technology; 71.6% want more travel funds; 67.6% want better computer support; 61.7% want more research funds for junior faculty; 61% have trouble balancing research and teaching.

Conclusion: Important, should be included in statement. Note also the positive results relating to library.

7. Benefits--64.7% disagree that benefits package is competitive.

Conclusion: see 4 above.

Positive

1. Library--86.3% approve of electronic holdings; 70.8% note improvement.

Conclusion: incorporate in goals statement, possibly as a positive result in relation to research.

2. Safety--76.8% perceive campus as safe (both genders).

Conclusion: incorporate as a positive result, possible in relationship to environment.

3. Sexual harassment--68.8% positive, but result is not supported by women respondents; sensitive to race--62% but insufficient survey responses by minorities; sensitivity to women's issues--60.5% but not supported by female responses; sensitivity to cultural and religious diversity--67.1%.

Conclusion: cannot fully accept results.

4. Health/Retirement--65.8% agree that retirement options are adequate; 61.8% approve of health care options.

Conclusion: good results but how do they square with the final negative result?

Flat

Amount of paperwork is excessive--55.8% Agree
Russell House bookstore meets order in a timely way--51.6% Disagree
Post-tenure review, fear long-range consequences of--53.3% Agree
Use of adjunct faculty--51% Agree
Graduate School support--58.5% Disagree

Conclusion: This issues should not be priority matters at this time.