

2009 FACULTY SURVEY/STRATEGIC PLANNING HIGHLIGHTS

PRESENTATION TO THE
BOARD OF VISITORS,
APRIL 15, 2010

I. JOB SATISFACTION

- 83% of faculty are satisfied
- Men are more satisfied than women
- Associate professors are most dissatisfied
- Highest dissatisfaction: Education, Business, VIMS
- Record levels of dissatisfaction with faculty salaries (differs by area, gender, rank)

CONNECTIONS TO STRATEGIC PLANNING

- Challenge 1: address: compensation; merit & promotion systems; support for faculty incentives
- Challenge 4 & 5: address: seed money for new initiatives; targets for compensation
- Challenge 6: showcase faculty accomplishments

II. GENDER CLIMATE ISSUES

Women:

- are more likely to perceive bias
- are more dissatisfied with various work factors
- are less likely to see evaluation of professional contributions as clear or effective
- value benefits differently
- report spending more time on a variety of labor-intensive activities

Note:

- gender differences are clear, underlying causes are not
- need more follow-up

CONNECTIONS TO STRATEGIC PLAN

- Challenge 1: address: compensation; merit & promotion systems; support for faculty incentives
- Challenge 2: review benefits programs; develop diversity workshops; encourage more diverse and global curricular offerings/ways of teaching
- Challenge 3: promote life-in-balance

III. FACULTY ROLES IN TEACHING, RESEARCH, SERVICE

In past 3 years faculty report:

- being innovative and collaborative in teaching and research
- competing successfully for external funding
- being engaged in teaching and research that addresses national and international issues

CONNECTIONS TO STRATEGIC PLAN

- Challenge 1: integrate and properly reward innovative efforts in teaching, research and service
- Challenge 4: provide seed money for high priority initiatives
- Challenge 5: assess teaching spaces and upgrade as needed

IV. FACULTY PRIORITIES FOR THE FUTURE

- # 1: faculty salaries
- #2: increased support for faculty research
- #3: support for graduate/professional students
- #4: research support for conferences

Note: these are in reasonable alignment with strategic planning priorities

CONNECTIONS TO STRATEGIC PLAN

- Challenge 1: address: compensation; merit & promotion systems; support for faculty incentives; competitive stipends for graduate students
- Challenge 4: address competitive compensation for student financial aid
- Challenge 5: assess teaching spaces and upgrade as needed
- Challenge 6: showcase faculty accomplishments

V. GOVERNANCE

- 82% of faculty believe governance is important
- 78% of faculty involved at some level
- 56% of faculty critical of input into budget priorities
- 31% of faculty dissatisfied with administrative responses to faculty needs

CONNECTIONS TO STRATEGIC PLAN

- Challenge 1: strong faculty governance is necessary
- Challenge 3: enhance understanding of and participation in governance by all constituents
- Challenge 4: create greater transparency in how resources are allocated