



**Minot State
UNIVERSITY**

Academic & Institutional Projects

A RESEARCH BRIEF FOR FACULTY, STAFF, & STUDENTS BASED ON FINDINGS FROM
THE 2008 HERI FACULTY SURVEY

To Access the Full Report go to: [HERI Faculty Survey-Full Report](#)

2008 Faculty Survey Results

The Higher Education Research Institute (HERI) at UCLA, has conducted surveys specific to faculty perceptions since 1989. The HERI Faculty Survey is a triennial survey offered to faculty and administrators at universities across the nation. The survey focuses on interaction with students, teaching experiences and satisfaction, as well as curricular issues. Faculty from North Dakota's 11 public institutions were invited to participate in the administration of the 2007-08 survey. Minot State University (MSU) has participated for the past three administrations (2001, 2004 & 2007). Initial surveys were sent to 179 MSU faculty via e-mail; 53 responses were received by the closing date resulting in a 30% response rate.

FACULTY DEMOGRAPHICS:

Most faculty (73.6%) indicated that they were currently married. A majority of faculty respondents were female (62.3%) and 83.0% were White/Caucasian. When asked standings on political views over half indicated they were Liberal (51.0%). When faculty were asked to indicate their base salary, rounded to the nearest \$1,000, 36.1% indicated their salary base was between \$40,000-\$50,000 per contract. Only 7.5% of faculty surveyed plan on retiring within the year 2008. Nearly half (41.5%) of faculty had received awards for outstanding teaching during their careers.

KEY FINDINGS:

Faculty were asked if they were to begin their career again, would they come back to MSU, 17.3% indicated probably "no", 22.6% indicated "not sure", 30.8% indicated they would "probably come back" and 28.8% indicated that they "definitely would comeback". When the faculty were asked whether they would choose their current profession if they were to begin their career again, a majority (62.3%) indicated that they would definitely chose the same profession.

A majority of respondents identified teaching (46; 86.8%) as their principal activity within their current position at MSU. The remaining participants indicated administration (5; 9.4%) and services to clients and patients (2; 3.8%) as their principal activity. Of the respondents 11 (20.8%) held an academic rank of *Professor*. Similarly, 11 (20.8%) held rank of an *Associate Professor*. The majority of respondents 23 (43.4%) currently were ranked as *Assistant Professors*. Nearly 53% (28; 52.8%)

ACADEMIC & INSTITUTIONAL PROJECTS (AIP)

AIP serves as a resource to Minot State University (MSU) by evaluating and disseminating a wide range of data and conducting institutional research to support and foster efficient campus planning and administration. The use of this information will help improve the quality of education at MSU.

AIP has the responsibility for coordinating and integrating data and planning analytical support for the Vice President of Academic Affairs and the University as a whole.

AIP develops and maintains a campus data warehouse that serves as the source of official MSU data. It is responsible for developing systems to ensure that campus analytical and planning data requirements are met, as well as providing the necessary information to support executive level decision making.

Institutional data such as the annual Factbook and College Portrait data derived from the Voluntary System of Accountability (VSA) is available on the AIP website.

ACADEMIC & INSTITUTIONAL PROJECTS (AIP)
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Table 2
Hours Dedicated:

	1-4	5-8	9-12	13-16	17-20	21-34	35-44	45+
Scheduled Teaching	1.9%	13.2%	18.9%	28.3%	20.8%	9.4%	7.5%	0.0%
Preparing for Teaching	1.9%	15.1%	17.0%	24.5%	20.8%	11.3%	5.7%	3.8%
Advising and Counseling	1.9%	62.3%	26.4%	5.7%	3.8%	-	-	-
Committee Work and Meetings	-	54.7%	24.5%	11.3%	1.9%	7.5%	-	-
Other Administration	15.1%	50.9%	9.4%	9.4%	1.9%	7.5%	3.8%	1.9%
Research & Other Scholarly Writing	18.9%	39.6%	20.8%	13.2%	3.8%	1.9%	1.9%	-
Other Creative Products/ Performances	28.3%	43.4%	18.9%	7.5%	1.9%	-	-	-
Consultation with Clients/Patients	76.9%	15.4%	3.8%	1.9%	1.9%	-	-	-
Community or Public Service	13.2%	64.2%	15.1%	3.8%	1.9%	1.9%	-	-
Outside Consulting/Freelance Work	56.6%	37.7%	3.8%	1.9%	-	-	-	-
Household/Childcare Duties	17.0%	18.9%	28.3%	11.3%	7.5%	3.8%	3.8%	9.4%
Communicating Via E-Mail	37.7%	32.1%	20.8%	3.8%	1.9%	1.9%	1.9%	-
Commuting to Campus	17.0%	77.4%	3.8%	1.9%	1.9%	-	-	-
Other Employment, Outside of Academia	81.1%	9.4%	3.8%	3.8%	1.9%	-	-	-

Table 8
Indicate the extent to which each of the following has been a source of stress for you during the last two years:

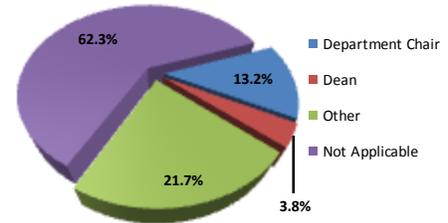
	Not Applicable	Not at All	Somewhat	Extensive
Managing household responsibilities	1.9%	24.5%	60.4%	13.2%
Child Care	52.8%	20.8%	20.8%	5.7%
Care of an elderly parent	35.8%	24.5%	32.1%	7.5%
My physical health	1.9%	34.0%	56.6%	7.5%
Health of spouse/partner	22.6%	39.6%	35.8%	1.9%
Review/promotion process	11.3%	30.2%	39.6%	18.9%
Subtle discrimination	--	58.5%	28.3%	13.2%
Personal finances	--	24.5%	64.2%	11.3%
Committee Work	--	22.6%	47.2%	30.2%
Faculty meetings	--	32.1%	35.8%	32.1%
Colleagues	--	30.2%	47.2%	22.6%
Students	--	34.0%	56.6%	9.4%
Research or publishing demands	1.9%	32.1%	45.3%	20.8%
Institutional procedures and "red tape"	--	18.9%	50.9%	30.2%
Teaching load	--	17.0%	45.3%	37.7%
Children's problems	43.4%	26.4%	28.3%	1.9%
Friction with spouse/partner	28.3%	54.7%	15.1%	1.9%
Lack of personal time	--	13.2%	60.4%	26.4%
Keeping up with information technology	--	43.4%	43.4%	13.2%
Job Security	1.9%	52.8%	35.8%	9.4%
Being part of a dual career couple	26.4%	22.6%	45.3%	5.7%
Working with underprepared students	--	18.9%	60.4%	20.8%
Classroom conflict	--	66.0%	32.1%	1.9%

On behalf of the AIP office we would like to extend a sincere thank you to all of those that have provided valuable information and data, thank you and we look forward to the 2008/09 year!

Carla Olson

held a tenure status, the remaining 20 (37.7%) respondents indicated being on track, but not tenured yet. All participants (53; 100%) were considered full-time employees for a minimum of nine months. Most of the respondents were not currently serving in an administrative position and just over half (52.8%) held a PhD in their field of study.

Chart 8:
Those Serving in an Administrative Position



When faculty were asked questions regarding their level of satisfaction with various aspects at MSU, nearly half (45.3%) of faculty were marginally satisfied with their current salary. Most faculty were satisfied (45.3%) or very satisfied (26.4%) with health benefits offered by MSU. Some faculty indicated dissatisfaction (39.6%) regarding the opportunity for scholarly pursuits. Nearly half of the faculty surveyed was not satisfied (43.4%) with the availability of child care on campus. Overall, faculty indicated being satisfied (69.8%) with their current position/job at MSU.

North Dakota University System (NDUS) has also identified some areas of interest that were included in the survey for MSU as well as all other institutions within the state of North Dakota. Faculty were given five statements in which they were asked to which level they agree with the statement. When asked whether faculty members on the MSU campus respect their colleagues from other NDUS institutions, 65.4% indicated that they agreed with the statement. A majority also indicated that they agreed (51.9%) that NDUS is open about its policies related to all of the NDUS institutions and the NDUS is committed to the welfare of MSU (49.0%). Overall, 57.7% agreed that their values are congruent with the values of the NDUS.

Up and Coming Projects:

- August** Employer Satisfaction Survey
- September** Campus Quality Survey Administration
- October** Withdrawn/Non-returning Students Report
- Student Satisfactory Inventory (SSI) Report
- Priorities Survey for Online Learners Report
- Administration of Collegiate Learning Assessment